# REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON, D.C. 20210

William W. Gross Director

Division of

Wage Determinations

Wage Determination No.: 1994-2095 Revision No.: 19

Date of Last Revision: 08/13/2002

States: Delaware, Maryland, Virginia

Area: Delaware County of Sussex Maryland Counties of Somerset, Wicomico, Worcester Virginia Counties of Accomack, Northampton

01000         Administrative Support and Clerical Occupations           01011         Accounting Clerk II         9.26           01013         Accounting Clerk III         11.02           01014         Accounting Clerk III         11.02           01030         Court Reporter         9.88           01050         Dispatcher, Motor Vehicle         10.40           01060         Document Preparation Clerk         8.70           01070         Messenger (Courier)         6.74           01090         Duplicating Machine Operator         8.70           01110         Film/Tape Librarian         9.00           01115         General Clerk I         6.62           01116         General Clerk III         8.76           01117         General Clerk III         8.76           01118         General Clerk IV         9.83           01120         Housing Referral Assistant         10.95           01131         Key Entry Operator I         9.25           01132         Key Entry Operator II         10.73           01261         Personnel Assistant (Employment) II         9.00           01262         Personnel Assistant (Employment) II         9.88           01264         Personnel Assistant	CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
10112   Accounting Clerk II   9.26	01000	Administrative Support and Clerical Occupations	
11.02   11.02   11.02   11.02   11.02   11.02   10114   Accounting Clerk IV   13.79   101030   Court Reporter   9.88   101050   Dispatcher, Motor Vehicle   10.40   10.60   Document Preparation Clerk   8.70   10.70   Messenger (Courier)   6.74   10.90   Duplicating Machine Operator   8.70   10.110   Film/Tape Librarian   9.00   10.111   6.92   10.111   6.98   10.111   6.98   10.111   6.98   10.111   6.98   10.111   6.98   10.111   6.98   10.111   6.98   10.111   6.98   10.111   6.98   10.111   6.98   10.111   6.98   10.112   6.98   10.112   6.98   10.113   6.98   10.	01011	Accounting Clerk I	
13.79	01012	Accounting Clerk II	
01030         Court Reporter         9.88           01050         Dispatcher, Motor Vehicle         10.40           01060         Document Preparation Clerk         8.70           01070         Messenger (Courier)         6.74           01090         Duplicating Machine Operator         8.70           01110         Film/Tape Librarian         9.00           01115         General Clerk I         6.62           01116         General Clerk III         8.76           01117         General Clerk IV         9.83           01120         Housing Referral Assistant         10.69           01131         Key Entry Operator I         9.25           01132         Key Entry Operator II         10.95           01191         Order Clerk I         10.73           01261         Personnel Assistant (Employment) I         7.68           01262         Personnel Assistant (Employment) II         9.08           01263         Personnel Assistant (Employment) II         9.88           01264         Personnel Assistant (Employment) IV         10.74           01270         Production Control Clerk         9.34           01300         Scheduler, Maintenance         8.96           01311	01013	Accounting Clerk III	
01050         Dispatcher, Motor Vehicle         10.40           01060         Document Preparation Clerk         8.70           01070         Messenger (Courier)         6.74           01090         Duplicating Machine Operator         8.70           01110         Film/Tape Librarian         9.00           01115         General Clerk I         6.62           01116         General Clerk III         8.76           01117         General Clerk III         8.76           01118         General Clerk IV         9.83           01120         Housing Referral Assistant         10.69           01131         Key Entry Operator I         9.25           01132         Key Entry Operator II         10.95           01191         Order Clerk I         10.73           01261         Personnel Assistant (Employment) I         7.68           01262         Personnel Assistant (Employment) III         9.88           01263         Personnel Assistant (Employment) IV         10.74           01270         Production Control Clerk         12.34           01290         Rental Clerk         9.34           01311         Secretary I         8.96           01312         Secretary II	01014	Accounting Clerk IV	
01060   Document Preparation Clerk   8.70	01030	Court Reporter	
01070         Messenger (Courier)         6.74           01090         Duplicating Machine Operator         8.70           01110         Film/Tape Librarian         9.00           01115         General Clerk I         6.62           01116         General Clerk II         8.76           01117         General Clerk III         9.83           01120         Housing Referral Assistant         10.69           01131         Key Entry Operator I         9.25           01132         Key Entry Operator II         10.95           01191         Order Clerk I         10.73           01261         Personnel Assistant (Employment) I         7.68           01262         Personnel Assistant (Employment) III         9.00           01263         Personnel Assistant (Employment) III         9.88           01264         Personnel Assistant (Employment) IV         10.74           01270         Production Control Clerk         12.34           01300         Scheduler, Maintenance         8.96           01311         Secretary I         8.96           01312         Secretary III         10.69           01314         Secretary IV         11.06	01050	Dispatcher, Motor Vehicle	
01070       Messenger (Sother)       8.70         01100       Duplicating Machine Operator       9.00         01115       General Clerk I       6.62         01116       General Clerk III       8.76         01117       General Clerk IV       9.83         01118       General Clerk IV       9.83         01120       Housing Referral Assistant       10.69         01131       Key Entry Operator I       9.25         01132       Key Entry Operator II       10.95         01191       Order Clerk I       8.44         01192       Order Clerk I       10.73         01261       Personnel Assistant (Employment) I       9.00         01262       Personnel Assistant (Employment) III       9.88         01263       Personnel Assistant (Employment) III       9.88         01264       Personnel Assistant (Employment) IV       10.74         01270       Production Control Clerk       12.34         01300       Scheduler, Maintenance       8.96         01311       Secretary I       9.84         01312       Secretary III       10.69         01314       Secretary IV       10.88	01060	Document Preparation Clerk	
Displace   Displace	01070	Messenger (Courier)	
01110       Filiti Tape Libratari         01115       General Clerk I         01116       General Clerk III         01117       General Clerk IV         01118       General Clerk IV         01118       General Clerk IV         01120       Housing Referral Assistant         01131       Key Entry Operator I         01132       Key Entry Operator II         01191       Order Clerk I         01192       Order Clerk II         01193       Order Clerk II         01261       Personnel Assistant (Employment) I         01262       Personnel Assistant (Employment) III         01263       Personnel Assistant (Employment) III         01264       Personnel Assistant (Employment) IV         01270       Production Control Clerk         01290       Rental Clerk         01300       Scheduler, Maintenance         01311       Secretary I         01312       Secretary III         01313       Secretary III         01314       Secretary IV	01090	Duplicating Machine Operator	
01116       General Clerk II       6.98         01117       General Clerk III       8.76         01118       General Clerk IV       9.83         01120       Housing Referral Assistant       10.69         01131       Key Entry Operator I       9.25         01132       Key Entry Operator II       10.95         01191       Order Clerk I       8.44         01192       Order Clerk II       10.73         01261       Personnel Assistant (Employment) I       7.68         01262       Personnel Assistant (Employment) III       9.00         01263       Personnel Assistant (Employment) III       9.88         01264       Personnel Assistant (Employment) IV       10.74         01270       Production Control Clerk       12.34         01300       Scheduler, Maintenance       8.96         01311       Secretary I       8.96         01312       Secretary III       9.84         01313       Secretary III       10.69         01314       Secretary IV       10.88	01110	Film/Tape Librarian	
01117       General Clerk III       8.76         01118       General Clerk IV       9.83         01120       Housing Referral Assistant       10.69         01131       Key Entry Operator I       9.25         01132       Key Entry Operator II       10.95         01191       Order Clerk I       8.44         01192       Order Clerk II       10.73         01261       Personnel Assistant (Employment) I       7.68         01262       Personnel Assistant (Employment) III       9.00         01263       Personnel Assistant (Employment) III       9.88         01264       Personnel Assistant (Employment) IV       10.74         01270       Production Control Clerk       12.34         01300       Scheduler, Maintenance       8.96         01311       Secretary I       8.96         01312       Secretary III       9.84         01313       Secretary III       10.69         01314       Secretary IV       10.88	01115	General Clerk i	
01117       General Clerk IV       9.83         01120       Housing Referral Assistant       10.69         01131       Key Entry Operator I       9.25         01132       Key Entry Operator II       10.95         01191       Order Clerk I       10.73         01192       Order Clerk II       10.73         01261       Personnel Assistant (Employment) I       7.68         01262       Personnel Assistant (Employment) III       9.00         01263       Personnel Assistant (Employment) III       9.88         01264       Personnel Assistant (Employment) IV       10.74         01270       Production Control Clerk       12.34         01290       Rental Clerk       9.34         01300       Scheduler, Maintenance       8.96         01311       Secretary I       9.84         01312       Secretary III       10.69         01314       Secretary IV       10.88	01116	General Clerk II	
01120       Housing Referral Assistant       10.69         01131       Key Entry Operator I       9.25         01132       Key Entry Operator II       10.95         01191       Order Clerk I       8.44         01192       Order Clerk II       10.73         01261       Personnel Assistant (Employment) I       7.68         01262       Personnel Assistant (Employment) III       9.00         01263       Personnel Assistant (Employment) III       9.88         01264       Personnel Assistant (Employment) IV       10.74         01270       Production Control Clerk       12.34         01290       Rental Clerk       9.34         01300       Scheduler, Maintenance       8.96         01311       Secretary I       9.84         01312       Secretary III       10.69         01314       Secretary IV       10.88	01117	General Clerk III	
01120       Hobsing Referrator I       9.25         01131       Key Entry Operator II       10.95         01191       Order Clerk I       8.44         01192       Order Clerk II       10.73         01261       Personnel Assistant (Employment) I       7.68         01262       Personnel Assistant (Employment) III       9.00         01263       Personnel Assistant (Employment) III       9.88         01264       Personnel Assistant (Employment) IV       10.74         01270       Production Control Clerk       12.34         01290       Rental Clerk       9.34         01300       Scheduler, Maintenance       8.96         01311       Secretary I       9.84         01312       Secretary III       10.69         01314       Secretary IV       10.88	01118	General Clerk IV	
01132       Key Entry Operator II       10.95         01191       Order Clerk I       8.44         01192       Order Clerk II       10.73         01261       Personnel Assistant (Employment) I       7.68         01262       Personnel Assistant (Employment) III       9.00         01263       Personnel Assistant (Employment) III       9.88         01264       Personnel Assistant (Employment) IV       10.74         01270       Production Control Clerk       12.34         01290       Rental Clerk       9.34         01300       Scheduler, Maintenance       8.96         01311       Secretary I       8.96         01312       Secretary III       9.84         01313       Secretary III       10.69         01314       Secretary IV       10.88	01120	Housing Referral Assistant	
01191       Order Clerk I       8.44         01192       Order Clerk II       10.73         01261       Personnel Assistant (Employment) I       7.68         01262       Personnel Assistant (Employment) III       9.00         01263       Personnel Assistant (Employment) III       9.88         01264       Personnel Assistant (Employment) IV       10.74         01270       Production Control Clerk       12.34         01290       Rental Clerk       9.34         01300       Scheduler, Maintenance       8.96         01311       Secretary I       9.84         01312       Secretary III       9.84         01313       Secretary III       10.69         01314       Secretary IV       10.88	01131	Key Entry Operator I	
01192       Order Clerk II       10.73         01261       Personnel Assistant (Employment) I       7.68         01262       Personnel Assistant (Employment) III       9.00         01263       Personnel Assistant (Employment) III       9.88         01264       Personnel Assistant (Employment) IV       10.74         01270       Production Control Clerk       12.34         01290       Rental Clerk       9.34         01300       Scheduler, Maintenance       8.96         01311       Secretary I       9.84         01312       Secretary III       9.84         01313       Secretary III       10.69         01314       Secretary IV       10.88	01132	Key Entry Operator II	
01192       Order Clerk II         01261       Personnel Assistant (Employment) II       7.68         01262       Personnel Assistant (Employment) III       9.00         01263       Personnel Assistant (Employment) III       9.88         01264       Personnel Assistant (Employment) IV       10.74         01270       Production Control Clerk       12.34         01290       Rental Clerk       9.34         01300       Scheduler, Maintenance       8.96         01311       Secretary I       8.96         01312       Secretary III       9.84         01313       Secretary III       10.69         01314       Secretary IV       10.88	01191	Order Clerk I	
01261       Personnel Assistant (Employment) II       9.00         01262       Personnel Assistant (Employment) III       9.88         01263       Personnel Assistant (Employment) III       9.88         01264       Personnel Assistant (Employment) IV       10.74         01270       Production Control Clerk       12.34         01290       Rental Clerk       9.34         01300       Scheduler, Maintenance       8.96         01311       Secretary I       8.96         01312       Secretary III       9.84         01313       Secretary III       10.69         01314       Secretary IV       10.88	01192	Order Clerk II	*****
01263       Personnel Assistant (Employment) III       9.88         01264       Personnel Assistant (Employment) IV       10.74         01270       Production Control Clerk       12.34         01290       Rental Clerk       9.34         01300       Scheduler, Maintenance       8.96         01311       Secretary I       8.96         01312       Secretary II       9.84         01313       Secretary III       10.69         01314       Secretary IV       10.88	01261	Personnel Assistant (Employment) I	
01264       Personnel Assistant (Employment) IV       10.74         01270       Production Control Clerk       12.34         01290       Rental Clerk       9.34         01300       Scheduler, Maintenance       8.96         01311       Secretary I       8.96         01312       Secretary II       9.84         01313       Secretary III       10.69         01314       Secretary IV       10.88	01262	Personnel Assistant (Employment) II	
01204       Personner Assistant (Employment) 17         01270       Production Control Clerk       12.34         01290       Rental Clerk       9.34         01300       Scheduler, Maintenance       8.96         01311       Secretary I       8.96         01312       Secretary II       9.84         01313       Secretary III       10.69         01314       Secretary IV       11.08	01263	Personnel Assistant (Employment) III	
01270       Production Control Clerk       9.34         01290       Rental Clerk       9.34         01300       Scheduler, Maintenance       8.96         01311       Secretary I       8.96         01312       Secretary III       9.84         01313       Secretary III       10.69         01314       Secretary IV       10.88	01264	Personnel Assistant (Employment) IV	
01290       Refital Clerk         01300       Scheduler, Maintenance       8.96         01311       Secretary I       8.96         01312       Secretary II       9.84         01313       Secretary III       10.69         01314       Secretary IV       10.88	01270	Production Control Clerk	
01311       Secretary I       8.96         01312       Secretary II       9.84         01313       Secretary III       10.69         01314       Secretary IV       10.88	01290	Rental Clerk	*
01312       Secretary II       9.84         01313       Secretary III       10.69         01314       Secretary IV       10.88	01300	Scheduler, Maintenance	
01312 Secretary III 10.69 01314 Secretary IV 10.88	01311	Secretary I	
01314 Secretary IV 10.88	01312	Secretary II	
01314 Secretary IV 10.88		Secretary III	
11.06		Secretary IV	
	01315	Secretary V	11.96

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01320	Service Order Dispatcher	10.35
01341	Stenographer I	10.93
01342	Stenographer II	12.01
01400	Supply Technician	10.88
01420	Survey Worker (Interviewer)	9.88
01460	Switchboard Operator-Receptionist	8.27
01510	Test Examiner	9.84
01520	Test Proctor	9.84
01531	Travel Clerk I	9.94
01532	Travel Clerk II	10.73
01533	Travel Clerk III	11.48
01611	Word Processor I	8.98
01612	Word Processor II	10.28
01613	Word Processor III	11.28
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	8.77
03041	Computer Operator I	7.53
03042	Computer Operator II	9.00
03043	Computer Operator III	10.89
03044	Computer Operator IV	12.19
03045	Computer Operator V	13.41
03071	Computer Programmer I (1)	11.15
03072	Computer Programmer II (1)	13.77
03073	Computer Programmer III (1)	16.44
03074	Computer Programmer IV (1)	20.08
03101	Computer Systems Analyst I (1)	14.17
03102	Computer Systems Analyst II (1)	16.71
03103	Computer Systems Analyst III (1)	19.38
03160	Peripheral Equipment Operator	8.61
05000	Automotive Service Occupations	
05005	Automotive Body Repairer, Fiberglass	13.02
05010	Automotive Glass Installer	11.17
05040	Automotive Worker	12.28
05070	Electrician, Automotive	12.80
05100	Mobile Equipment Servicer	10.20
05130	Motor Equipment Metal Mechanic	13.36
05160	Motor Equipment Metal Worker	12.28
05190	Motor Vehicle Mechanic	13.36
05220	Motor Vehicle Mechanic Helper	9.71
05250	Motor Vehicle Upholstery Worker	11.72
05280	Motor Vehicle Wrecker	12.28 12.87
05310	Painter, Automotive	12.87
05340	Radiator Repair Specialist	9.82
05370	Tire Repairer	13.36
05400	Transmission Repair Specialist	13.30
07000	Food Preparation and Service Occupations	•

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	Food Service Worker		7.44
07010	Baker		8.50
07041	Cook I		8.66
07042	Cook II		9.78
07070	Dishwasher		6.64
07130	Meat Cutter		9.35
07250	Waiter/Waitress		6.67
09000	Furniture Maintenance and Repair C	Occupations	
09010	Electrostatic Spray Painter		14.42
09040	Furniture Handler		10.11
09070	Furniture Refinisher		13.11
09100	Furniture Refinisher Helper		10.88
09110	Furniture Repairer, Minor		12.01
09130	Upholsterer		13.11
11030	General Services and Support Occu	upations	
11030	Cleaner, Vehicles		8.18
11060	Elevator Operator		8.18
11090	Gardener		9.12
11121	House Keeping Aid I		6.71
11122	House Keeping Aid II		7.69
11150	Janitor		8.18
11210	Laborer, Grounds Maintenance		8.33
11240	Maid or Houseman		7.10
11270	Pest Controller		8.45
11300	Refuse Collector		8.18
11330	Tractor Operator		9.30
11360	Window Cleaner		8.33
12000	Health Occupations		
12020	Dental Assistant		10.93
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Drive	ər	10.93
12071	Licensed Practical Nurse I		11.02
12072	Licensed Practical Nurse II		12.36
12073	Licensed Practical Nurse III		13.83
12100	Medical Assistant		10.43
12130	Medical Laboratory Technician		10.75
12160	Medical Record Clerk		10.75
12190	Medical Record Technician		14.89
12221	Nursing Assistant I		7.83
12222	Nursing Assistant II		8.80
12223	Nursing Assistant III		9.60
12224	Nursing Assistant IV		10.77
12250	Pharmacy Technician		12.19
12280	Phlebotomist		12.36
12311	Registered Nurse I		17.13
12312	Registered Nurse II		20.97

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12313	Registered Nurse II, Speciali	st	20.97
12314	Registered Nurse III		25.37
12315	Registered Nurse III, Anesth	etist	25.37
12316	Registered Nurse IV		30.38
13000	Information and Arts Occupa	tions	
13002	Audiovisual Librarian		12.60
13011	Exhibits Specialist I		13.81
13012	Exhibits Specialist II		15.73
13013	Exhibits Specialist III		19.22
13041	Illustrator I		12.89
13042	Illustrator II		14.69
13043	Illustrator III		18.06
13047	Librarian		12.01
13050	Library Technician		9.20
13071	Photographer I		11.00
13072	Photographer II		12.73
13073	Photographer III		14.50
13074	Photographer IV		17.83
13075	Photographer V		20.92
15000	Laundry, Dry Cleaning, Pres	sing and Related Occupations	
15010	Assembler		7.02
15030	Counter Attendant		7.02
15040	Dry Cleaner		8.56
15070	Finisher, Flatwork, Machine		7.02
15090	Presser, Hand		7.02
15100	Presser, Machine, Dryclean	ing	7.02
15130	Presser, Machine, Shirts		7.02
15160	Presser, Machine, Wearing	Apparel, Laundry	7.02
15190	Sewing Machine Operator	•	9.14 9.72
15220	Tailor		9.72 7.59
15250	Washer, Machine		7.59
19000	Machine Tool Operation and		44.40
19010	Machine-Tool Operator (To	olroom)	14.42 16.89
19040	Tool and Die Maker		10.09
21000	Material Handling and Packi	ng Occupations	
21010	Fuel Distribution System O	perator	12.58
21020	Material Coordinator		12.84
21030	Material Expediter		12.84
21040	Material Handling Laborer		8.88
21050	Order Filler		9.52
21071	Forklift Operator		10.97
21080	Production Line Worker (Fo	ood Processing)	10.12
21100	Shipping/Receiving Clerk		10.55
21130	Shipping Packer		10.08
21140	Store Worker I		9.91

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21150	Stock Clerk (Shelf Stocker; S	store Worker II)	12.72
21210	Tools and Parts Attendant	,	13.76
21400	Warehouse Specialist		11.64
23000	Mechanics and Maintenance	and Repair Occupations	
23010	Aircraft Mechanic		15.05
23040	Aircraft Mechanic Helper		11.97
23050	Aircraft Quality Control Inspe	ector	20.03
23060	Aircraft Servicer		13.21
23070	Aircraft Worker		13.84
23100	Appliance Mechanic		13.11
23120	Bicycle Repairer		11.05
23125	Cable Splicer		17.30
23130	Carpenter, Maintenance		13.24
23140	Carpet Layer		13.84
23160	Electrician, Maintenance		15.50
23181	Electronics Technician, Mair		13.84
23182	Electronics Technician, Mair		18.79
23183	Electronics Technician, Mair	ntenance III	21.16
23260	Fabric Worker		12.66
23290	Fire Alarm System Mechanic		15.05
23310	Fire Extinguisher Repairer		12.58
23340	Fuel Distribution System Me		15.05 11.79
23370	General Maintenance Works		15.05
23400	Heating, Refrigeration and A		15.25
23430	Heavy Equipment Mechanic		15.73
23440	Heavy Equipment Operator		17.30
23460	Instrument Mechanic		9.57
23470	Laborer Locksmith		14.42
23500 23530	Machinery Maintenance Me	chanic	15.73
23550	Machinist, Maintenance	ona no	14.31
23580	Maintenance Trades Helper		10.88
23640	Millwright		14.88
23700	Office Appliance Repairer		14.42
23740	Painter, Aircraft		13.11
23760	Painter, Maintenance		13.11
23790	Pipefitter, Maintenance		15.73
23800	Plumber, Maintenance		16.59
23820	Pneudraulic Systems Mech	anic	15.05
23850	Rigger		14.97
23870	Scale Mechanic		13.84
23890	Sheet-Metal Worker, Mainte	enance	15.05
23910	Small Engine Mechanic		12.72
23930	Telecommunication Mechai	nic I	15.05
23931	Telecommunication Mechai	nic II	15.66
23950	Telephone Lineman		15.05
23960	Welder, Combination, Main	tenance	13.68
23965	Well Driller		15.05

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23970	Woodcraft Worker	15.05
23980	Woodworker	12.82
24000	Personal Needs Occupations	
24570	Child Care Attendant	8.45
24580	Child Care Center Clerk	10.54
24600	Chore Aid	6.17
24630	Homemaker	11.71
25000	Plant and System Operation Occupations	
25010	Boiler Tender	13.68
25040	Sewage Plant Operator	13.11
25070	Stationary Engineer	13.68
25190	Ventilation Equipment Tender	11.97
25210	Water Treatment Plant Operator	14.42
27000	Protective Service Occupations	
	Police Officer	16.06
27004	Alarm Monitor	9.88
27006	Corrections Officer	12.07
27010	Court Security Officer	12.33
27040	Detention Officer	12.07
27070	Firefighter	11.86
27101	Guard I	7.19
27102	Guard II	9.04
28000	Stevedoring/Longshoremen Occupations	
28010	Blocker and Bracer	11.69
28020	Hatch Tender	11.69
28030	Line Handler	11.69
28040	Stevedore I	10.15
28050	Stevedore II	12.19
29000	Technical Occupations	
21150	Graphic Artist	12.88
29010	Air Traffic Control Specialist, Center (2)	28.21
29011	Air Traffic Control Specialist, Station (2)	19.46
29012	Air Traffic Control Specialist, Terminal (2)	21.43
29023	Archeological Technician I	11.34
29024	Archeological Technician II	12.69
29025	Archeological Technician III	15.73 14.30
29030	Cartographic Technician	14.30
29035	Computer Based Training (CBT) Specialist/ Instructor	
29040	Civil Engineering Technician	14.17
29061	Drafter I	9.86
29062	Drafter II	11.94
29063	Drafter III	13.81
29064	Drafter IV	15.73
29081	Engineering Technician I	9.02

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29082	Engineering Technician II		10.92
29083	Engineering Technician III		12.63
29084	Engineering Technician IV		14.39
29085	Engineering Technician V		17.70
29086	Engineering Technician VI		20.76
29090	Environmental Technician		15.73
29100	Flight Simulator/Instructor (P	ilot)	17.47
29160	Instructor	,	16.29
29210	Laboratory Technician		10.27
29240	Mathematical Technician		15.73
29361	Paralegal/Legal Assistant I		9.00
29362	Paralegal/Legal Assistant II		10.93
29363	Paralegal/Legal Assistant III		13.37
29364	Paralegal/Legal Assistant IV		16.17
29390	Photooptics Technician		14.50
29480	Technical Writer		15.73
29491	Unexploded Ordnance (UXC	)) Technician I	17.93
29492	Unexploded Ordnance (UXC	)) Technician II	21.70
29493	Unexploded Ordnance (UXC	)) Technician III	26.01
29494	Unexploded (UXO) Safety E	scort	17.93
29495	Unexploded (UXO) Sweep F	Personnel	17.93
29620	Weather Observer, Senior (	3)	12.41
29621	Weather Observer, Combine Programs (3)	ed Upper Air and Surface	10.27
29622	Weather Observer, Upper A	ir (3)	10.27
31000	Transportation/ Mobile Equip	oment Operation Occupations	
31030	Bus Driver		9.55
31260	Parking and Lot Attendant		7.71
31290	Shuttle Bus Driver		10.59
31300	Taxi Driver		8.03
31361	Truckdriver, Light Truck		10.59
31362	Truckdriver, Medium Truck		10.98
31363	Truckdriver, Heavy Truck		11.50
31364	Truckdriver, Tractor-Trailer		12.84
99000	Miscellaneous Occupations		•
99020	Animal Caretaker		7.12
99030	Cashier	•	7.28
99041	Carnival Equipment Operate	or	8.09
99042	Carnival Equipment Repaire	er	8.80
99043	Carnival Worker		7.12
99050	Desk Clerk		8.45
99095	Embalmer		17.93
99300	Lifeguard		9.42
99310	Mortician		18.23
99350	Park Attendant (Aide)		11.84
99400	Photofinishing Worker (Pho Tech)	to Lab Tech., Darkroom	8.27
99500	Recreation Specialist		11.71

Page 8
9.30
8.95
7.12
8.27
3.79
2.38
9.04
7.93
7.93
9.35
8.09

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These

ISSUE DATE: 08/13/2002

differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

## \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of

Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

## REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON, D.C. 20210

William W. Gross Director

Division of Wage Determinations Wage Determination No.: 1994-2103 Revision No.: 27 Date of Last Revision: 08/22/2002

States: District of Columbia, Maryland, Virginia

Area: District of Columbia Statewide Maryland Counties of Calvert, Charles, Frederick, Montgomery, Prince George's, St Mary's Virginia Counties of Alexandria, Arlington, Fairfax, Falls Church, Fauquier, King George, Loudoun, Prince William, Stafford

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	10.16
01012	Accounting Clerk II	11.88
01013	Accounting Clerk III	14.04
01014	Accounting Clerk IV	16.37
01030	Court Reporter	14.94
01050	Dispatcher, Motor Vehicle	14.63
01060	Document Preparation Clerk	11.29
01070	Messenger (Courier)	9.30
01090	Duplicating Machine Operator	11.29
01110	Film/Tape Librarian	14.65
01115	General Clerk I	11.68
01116	General Clerk II	13.72
01117	General Clerk III	15.32
01118	General Clerk IV	18.74
01120	Housing Referral Assistant	17.82
01131	Key Entry Operator I	10.40
01132	Key Entry Operator II	11.62
01191	Order Clerk I	14.74
01192	Order Clerk II	16.29
01261	Personnel Assistant (Employment) I	13.05
01262	Personnel Assistant (Employment) II	14.24
01263	Personnel Assistant (Employment) III	16.42
01264	Personnel Assistant (Employment) IV	19.60
01270	Production Control Clerk	17.28
01290	Rental Clerk	15.42
01300	Scheduler, Maintenance	14.06
01311	Secretary I	14.71
01312	Secretary II	15.35
01313	Secretary III	18.49
01314	Secretary IV	19.57

07000	Food Preparation and Service Occupations	
	Food Service Worker	9.01
07010	Baker	11.87
07041	Cook I	10.41
07042	Cook II	11.87
07070	Dishwasher	8.76
07130	Meat Cutter	16.07
07250	Waiter/Waitress	8.17
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	18.05
09040	Furniture Handler	12.55
09070	Furniture Refinisher	18.05
09100	Furniture Refinisher Helper	13.85
09110	Furniture Repairer, Minor	16.01
09130	Upholsterer	18.05
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	9.67
11060	Elevator Operator	9.79
11090	Gardener	12.98
11121	House Keeping Aid I	9.02
11122	House Keeping Aid II	9.28
11150	Janitor	9.64
11210	Laborer, Grounds Maintenance	10.75
11240	Maid or Houseman	9.28
11270	Pest Controller	11.85
11300	Refuse Collector	10.88
11330	Tractor Operator	12.73
11360	Window Cleaner	10.51
12000	Health Occupations	
12020	Dental Assistant	14.36
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.95
12071	Licensed Practical Nurse I	14.43
12072	Licensed Practical Nurse II	16.20
12073	Licensed Practical Nurse III	18.13
12100	Medical Assistant	11.76
12130	Medical Laboratory Technician	13.93
12160	Medical Record Clerk	13.57
12190	Medical Record Technician	14.21
12221	Nursing Assistant I	8.46
12222	Nursing Assistant II	9.52
12223	Nursing Assistant III	11.94
12224	Nursing Assistant IV	13.40
12250	Pharmacy Technician	11.84
12280	Phlebotomist	11.21

WAGE DETERMINATI	ON NO.: 1994-2103 (Rev. 27) ISSUE DATE: 08/22/2002	Page 4
12311	Registered Nurse I	22.54
12312	Registered Nurse II	25.08
12313	Registered Nurse II, Specialist	25.08
12314	Registered Nurse III	32.38
12315	Registered Nurse III, Anesthetist	32.38
12316	Registered Nurse IV	38.81
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	18.95
13011	Exhibits Specialist I	16.79
13012	Exhibits Specialist II	20.99
13013	Exhibits Specialist III	25.84
13041	Illustrator I	17.03
13042	Illustrator II	21.29
13043	Illustrator III	26.20
13047	Librarian	22.33
13050	Library Technician	15.03
13071	Photographer I	13.93
13072	Photographer II	15.64
13073	Photographer III	19.56
13074	Photographer IV	24.08
13075	Photographer V	26.50
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	
15010	Assembler	8.71
15030	Counter Attendant	8.71
15040	Dry Cleaner	9.83
15070	Finisher, Flatwork, Machine	8.71
15090	Presser, Hand	8.71
15100	Presser, Machine, Drycleaning	8.71
15130	Presser, Machine, Shirts	8.71
15160	Presser, Machine, Wearing Apparel, Laundry	8.71
15190	Sewing Machine Operator	10.63
15220	Tailor	12.43
15250	Washer, Machine	9.31
19000	Machine Tool Operation and Repair Occupations	
19010	Machine-Tool Operator (Toolroom)	18.05
19040	Tool and Die Maker	21.95
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	19.38
21020	Material Coordinator	16.97
21030	Material Expediter	16.97
21040	Material Handling Laborer	11.50
21050	Order Filler	13.21
21071	Forklift Operator	14.58
21080	Production Line Worker (Food Processing)	11.64
21100	Shipping/Receiving Clerk	13.09

WAGE DETERMINATI	ON NO.: 1994-2103 (Rev. 27) ISSUE DATE: 08/22/2002	Page 5
21130	Shipping Packer	12.21
21140	Store Worker I	8.89
21150	Stock Clerk (Shelf Stocker; Store Worker II)	12.69
21210	Tools and Parts Attendant	16.99
21400	Warehouse Specialist	15.01
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	21.95
23040	Aircraft Mechanic Helper	14.51
23050	Aircraft Quality Control Inspector	23.11
23060	Aircraft Servicer	16.78
23070	Aircraft Worker	17.84
23100	Appliance Mechanic	18.05
23120	Bicycle Repairer	14.43
23125	Cable Splicer	20.93
23130	Carpenter, Maintenance	18.05
23140	Carpet Layer	17.61
23160	Electrician, Maintenance	22.59
23181	Electronics Technician, Maintenance I	16.08
23182	Electronics Technician, Maintenance II	20.88
23183	Electronics Technician, Maintenance III	22.73
23260	Fabric Worker	15.76
23290	Fire Alarm System Mechanic	19.03
23310	Fire Extinguisher Repairer	14.94
23340	Fuel Distribution System Mechanic	20.93
23370	General Maintenance Worker	16.46
23400	Heating, Refrigeration and Air Conditioning Mechanic	19.03
23430	Heavy Equipment Mechanic	19.03
23440	Heavy Equipment Operator	19.31
23460	Instrument Mechanic	19.03
23470	Laborer	10.70
23500	Locksmith	18.05
23530	Machinery Maintenance Mechanic	20.51
23550	Machinist, Maintenance	21.52
23580	Maintenance Trades Helper	13.85
23640	Millwright	19.24
23700	Office Appliance Repairer	18.05
23740	Painter, Aircraft	20.76
23760	Painter, Maintenance	18.05
23790	Pipefitter, Maintenance	19.04
23800	Plumber, Maintenance	18.05
23820	Pneudraulic Systems Mechanic	19.03
23850	Rigger	19.03
23870	Scale Mechanic	17.03
23890	Sheet-Metal Worker, Maintenance	19.03
23910	Small Engine Mechanic	20.05
23930	Telecommunication Mechanic I	19.41
23931	Telecommunication Mechanic II	20.45
23950	Telephone Lineman	20.93

WAGE DETERMINATI	ON NO.: 1994-2103 (Rev. 27)	ISSUE DATE: 08/22/2002	Page 6
23960	Welder, Combination, Mainte	nance	19.03
23965	Well Driller		19.03
23970	Woodcraft Worker		19.03
23980	Woodworker		15.32
24000	Personal Needs Occupations		
24570	Child Care Attendant		11.37
24580	Child Care Center Clerk		15.86
24600	Chore Aid		8.05
24630	Homemaker		16.45
25000	Plant and System Operation	Occupations	
25010	Boiler Tender		20.85
25040	Sewage Plant Operator		19.15
25070	Stationary Engineer		20.85
25190	Ventilation Equipment Tende		13.85
25210	Water Treatment Plant Oper	ator	19.72
27000	Protective Service Occupation	ns	
	Police Officer		20.54
27004	Alarm Monitor		15.04
27006	Corrections Officer		17.69
27010	Court Security Officer		18.84
27040	Detention Officer		18.29
27070	Firefighter		19.72
27101	Guard I		9.51
27102	Guard II		12.53
28000	Stevedoring/Longshoremen	Occupations	
28010	Blocker and Bracer		16.46
28020	Hatch Tender		14.31
28030	Line Handler		14.31
28040	Stevedore I		15.47
28050	Stevedore II		17.45
29000	Technical Occupations		
21150	Graphic Artist		20.36
29010	Air Traffic Control Specialist		28.96
29011	Air Traffic Control Specialist		19.97
29012	Air Traffic Control Specialist	, Terminal (2)	21.99
29023	Archeological Technician I		14.57
29024	Archeological Technician II		16.29
29025	Archeological Technician III		20.20
29030	Cartographic Technician		22.73
29035	Computer Based Training (Computer Based Traini		23.94
29040	Civil Engineering Technician	า	19.56
29061	Drafter I		12.22
29062	Drafter II		15.30
29063	Drafter III		17.18

WAGE DETERMINATI	ON NO.: 1994-2103 (Rev. 27) ISSUE DATE: 08/22/2002	Page 7
29064	Drafter IV	21.49
29081	Engineering Technician I	15.50
29082	Engineering Technician II	17.99
29083	Engineering Technician III	21.63
29084	Engineering Technician IV	24.82
29085	Engineering Technician V	30.35
29086	Engineering Technician VI	36.72
29090	Environmental Technician	19.29
29100	Flight Simulator/Instructor (Pilot)	27.76
29160	Instructor	23.34
29210	Laboratory Technician	15.98
29240	Mathematical Technician	23.39
29361	Paralegal/Legal Assistant I	16.71
29362	Paralegal/Legal Assistant II	21.31
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29390	Photooptics Technician	21.06
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29491	Unexploded Ordnance (UXO) Technician I	18.40
29492	Unexploded Ordnance (UXO) Technician II	22.27
29493	Unexploded Ordnance (UXO) Technician III	26.69
29494	Unexploded (UXO) Safety Escort	18.40
29495	Unexploded (UXO) Sweep Personnel	18.40
29620	Weather Observer, Senior (3)	19.38
29621	Weather Observer, Combined Upper Air and Surface Programs (3)	16.64
29622	Weather Observer, Upper Air (3)	16.64
31000	Transportation/ Mobile Equipment Operation Occupations	
31030	Bus Driver	15.09
31260	Parking and Lot Attendant	8.62
31290	Shuttle Bus Driver	11.76
31300	Taxi Driver	10.60
31361	Truckdriver, Light Truck	11.78
31362	Truckdriver, Medium Truck	14.97
31363	Truckdriver, Heavy Truck	17.52
31364	Truckdriver, Tractor-Trailer	17.52
99000	Miscellaneous Occupations	
99020	Animal Caretaker	8.97
99030	Cashier	8.53
99041	Carnival Equipment Operator	11.11
99042	Carnival Equipment Repairer	11.97
99043	Carnival Worker	7.48
99050	Desk Clerk	9.78
99095	Embalmer	19.04
99300	Lifeguard	9.67
99310	Mortician	21.63
99350	Park Attendant (Aide)	12.15

WAGE DETERMINATION	ON NO.: 1994-2103 (Rev. 27)	ISSUE DATE: 08/22/2002	Page 8
99400	Photofinishing Worker (Photo Lab Tech., Darkroom Tech)		9.03
99500	Recreation Specialist		15.94
99510	Recycling Worker		14.06
99610	Sales Clerk		10.04
99620	School Crossing Guard (Crosswalk Attendant)		10.34
99630	Sport Official	,	11.24
99658	Survey Party Chief (Chief of I	Party)	14.92
99659	Surveying Technician (Instr. I Asst./Instr.)		14.18
99660	Surveying Aide		9.27
99690	Swimming Pool Operator		13.21
99720	Vending Machine Attendant		10.20
99730	Vending Machine Repairer	·	13.24
99740	Vending Machine Repairer H	elper	10.77

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HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

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- 3) WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives

and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

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If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

#### \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

The process for preparing a conformance request is as follows:

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

3) The contracting officer reviews the proposed action and promptly submits a report of the action, together

ISSUE DATE: 08/22/2002

- with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

When preparing a conformance request, the "Service Contract Act Directory of Occupations" (the Directory) should be used to compare job definitions to insure that duties requested are not performed by a classification already listed in the wage determination. Remember, it is not the job title, but the required tasks that determine whether a class is included in an established wage determination. Conformances may not be used to artificially split, combine, or subdivide classifications listed in the wage determination.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON, D.C. 20210

William W. Gross Director

Division of Wage Determinations Wage Determination No.: 1994-2249 Revision No.: 18

Date of Last Revision: 05/29/2002

States: Maryland, Pennsylvania, Virginia

Area: Maryland Counties of Allegany, Garrett, Washington Pennsylvania County of Franklin Virginia Counties of Clarke, Culpeper, Frederick, Greene, Madison, Page, Rappahannock, Rockingham,

Shenandoah, Warren

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.22
Accounting Clerk II	10.07
Accounting Clerk III	12.45
Accounting Clerk IV	13.92
Court Reporter	13.15
Dispatcher, Motor Vehicle	13.15
Document Preparation Clerk	11.27
Duplicating Machine Operator	11.13
Film/Tape Librarian	10.21
General Clerk I	8.51
General Clerk II	9.56
General Clerk III	13.59
General Clerk IV	15.27
Housing Referral Assistant	15.95
Key Entry Operator I	9.52
Key Entry Operator II	11.07
Messenger (Courier)	8.51
Order Clerk I	9.81
Order Clerk II	11.74
Personnel Assistant (Employment) I	7.84
Personnel Assistant (Employment) II	8.02
Personnel Assistant (Employment) III	13.59
Personnel Assistant (Employment) IV	15.27
Production Control Clerk	15.95
Rental Clerk	11.74
Scheduler, Maintenance	11.74
Secretary I	11.74
Secretary II	13.15
Secretary III	15.95
Secretary IV	19.27

WAGE DETERMINATION NO.: 1994-2249 (Rev. 18)	ISSUE DATE: 05/29/2002	Page 2
Secretary V		23.95
Service Order Dispatcher		11.68
Stenographer I		10.46
Stenographer II		11.74
Supply Technician		19.06
Survey Worker (Interviewer)		13.15
Switchboard Operator-Receptionist		9.09
Test Examiner		13.15
Test Proctor		13.15
Travel Clerk I		10.82
Travel Clerk II		11.35
Travel Clerk III		12.00
Word Processor I		10.46
Word Processor II		11.68
Word Processor III		13.15
Automatic Data Processing Occupations		
Computer Data Librarian		11.36
Computer Operator I		12.79
Computer Operator II		14.25
Computer Operator III	·	17.43
Computer Operator IV		18.67
Computer Operator V		21.46
Computer Programmer I (1)		15.03
Computer Programmer II (1)		18.63
Computer Programmer III (1)		22.78
Computer Programmer IV (1)		27.58
Computer Systems Analyst I (1)		22.43
Computer Systems Analyst II (1)		27.15
Computer Systems Analyst III (1)		27.62
Peripheral Equipment Operator		13.07
Automotive Service Occupations		
Automotive Body Repairer, Fiberglass		13.57
Automotive Glass Installer		12.68
Automotive Worker		14.58
Electrician, Automotive		. 14.41
Mobile Equipment Servicer		13.58
Motor Equipment Metal Mechanic		15.67
Motor Equipment Metal Worker		14.58
Motor Vehicle Mechanic		14.73
Motor Vehicle Mechanic Helper		13.04
Motor Vehicle Upholstery Worker		14.12
Motor Vehicle Wrecker		14.58
Painter, Automotive		15.07
Radiator Repair Specialist		14.55
Tire Repairer		11.41
Transmission Repair Specialist		14.25

11.24

12.63

12.45

11.48

17.49

Nursing Assistant III

Nursing Assistant IV

Registered Nurse I

**Phlebotomist** 

Pharmacy Technician

ISSUE DATE: 05/29/2002

WAGE DETERMINATION NO.: 1994-2249 (Rev. 18)	ISSUE DATE: 05/29/2002	Page
Registered Nurse II		21.41
Registered Nurse II, Specialist		21.41
Registered Nurse III		25.89
Registered Nurse III, Anesthetist		25.89
Registered Nurse IV		31.03
Information and Arts Occupations		
Audiovisual Librarian		18.55
Exhibits Specialist I		14.97
Exhibits Specialist II		18.55
Exhibits Specialist III		22.69
Illustrator I		14.97
Illustrator II		18.55
Illustrator III		22.69
Librarian		20.50
Library Technician		11.43
Photographer I		12.95
Photographer II		15.57
Photographer III		19.29
Photographer IV	•	23.60
Photographer V		28.55
Laundry, Dry Cleaning, Pressing and Relate	d Occupations	
Assembler		7.34
Counter Attendant		7.34
Dry Cleaner		9.57
Finisher, Flatwork, Machine		7.34
Presser, Hand		7.34
Presser, Machine, Drycleaning		7.34
Presser, Machine, Drycleaning  Presser, Machine, Shirts		7.34
Presser, Machine, Wearing Apparel, Laundr	av.	7.34
Sewing Machine Operator	y	9.58
Tailor		11.04
Washer, Machine		8.10
	tions	
Machine Tool Operation and Repair Occupa	uons	45.05
Machine-Tool Operator (Toolroom)		15.25
Tool and Die Maker		16.77
Material Handling and Packing Occupations	<b>S</b>	
Forklift Operator		13.27
Fuel Distribution System Operator		13.36
Material Coordinator		15.72
Material Expediter		15.72
Material Handling Laborer		13.46
Order Filler		11.19
Production Line Worker (Food Processing)		11.96
Shipping Packer		12.22
Shipping/Receiving Clerk		11.11

WAGE DETERMINATION NO.: 1994-2249 (Rev. 18)	ISSUE DATE: 05/29/2002	Page 5
Stock Clerk (Shelf Stocker; Store Worker II)		13.51
Store Worker I		12.18
Tools and Parts Attendant		14.01
Warehouse Specialist		12.74
Mechanics and Maintenance and Repair Occ	upations	
Aircraft Mechanic		15.26
Aircraft Mechanic Helper		12.73
Aircraft Quality Control Inspector		15.76
Aircraft Servicer		13.74
Aircraft Worker		14.25
Appliance Mechanic		14.75
Bicycle Repairer		12.53
Cable Splicer		17.04
Carpenter, Maintenance		16.06
Carpet Layer		14.25
Electrician, Maintenance		19.68
Electronics Technician, Maintenance I		15.23
Electronics Technician, Maintenance II		15.73
Electronics Technician, Maintenance III		18.69
Fabric Worker		13.74
Fire Alarm System Mechanic		15.76
Fire Extinguisher Repairer		13.24
Fuel Distribution System Mechanic		15.26
General Maintenance Worker		14.22
Heating, Refrigeration and Air Conditioning N	Mechanic	16.30
Heavy Equipment Mechanic		15.48
Heavy Equipment Operator		14.53
Instrument Mechanic		15.26
Laborer		10.63
Locksmith		14.75
Machinery Maintenance Mechanic		16.17
Machinist, Maintenance		14.82
Maintenance Trades Helper		12.50
Millwright		15.26
Office Appliance Repairer		14.75
Painter, Aircraft		14.35
Painter, Maintenance		14.35
Pipefitter, Maintenance		15.81
Plumber, Maintenance		15.32
Pneudraulic Systems Mechanic		15.26
Rigger		15.26
Scale Mechanic		14.25 16.30
Sheet-Metal Worker, Maintenance		16.30 13.05
Small Engine Mechanic		13.95
Telecommunication Mechanic I		14.82 15.30
Telecommunication Mechanic II		15.30 16.30
Telephone Lineman		16.30 14.82
Welder, Combination, Maintenance		14.02

WAGE DETERMINATION NO.: 1994-2249 (Rev. 18)	DATE: 05/29/2002 Page 6
Well Driller Woodcraft Worker Woodworker	15.26 15.26 12.97
Miscellaneous Occupations	
Animal Caretaker Carnival Equipment Operator Carnival Equipment Repairer Carnival Worker Cashier Desk Clerk Embalmer Lifeguard Mortician Park Attendant (Aide)	9.18 9.45 9.92 8.40 7.79 8.38 18.04 9.09 18.61 11.40
Photofinishing Worker (Photo Lab Tech., Darkroom Tech) Recreation Specialist Recycling Worker Sales Clerk School Crossing Guard (Crosswalk Attendant) Sport Official Survey Party Chief (Chief of Party) Surveying Aide Surveying Technician (Instr. Person/Surveyor Asst./Instr.) Swimming Pool Operator Vending Machine Attendant Vending Machine Repairer Vending Machine Repairer	7.90 11.19 9.54 8.25 9.24 7.90 13.36 8.84 12.15 10.65 10.20 10.65 9.54
Personal Needs Occupations	
Child Care Attendant Child Care Center Clerk Chore Aid Homemaker	10.20 12.72 8.05 12.29
Plant and System Operation Occupations	
Boiler Tender Sewage Plant Operator Stationary Engineer Ventilation Equipment Tender Water Treatment Plant Operator	15.26 14.78 17.04 12.73 14.35
Protective Service Occupations	
Alarm Monitor Corrections Officer Court Security Officer Detention Officer Firefighter Guard I	12.76 16.48 18.84 18.29 19.72 11.41

WAGE DETERMINATION NO.: 1994-2249 (Rev. 18)	ISSUE DATE: 05/29/2002	Page 7
Guard II Police Officer		12.76 20.54
Stevedoring/Longshoremen Occupations		
Blocker and Bracer		13.54
Hatch Tender		13.54
Line Handler		13.54
Stevedore I		10.29
Stevedore II		12.72
Technical Occupations		
Air Traffic Control Specialist, Center (2)		28.96
Air Traffic Control Specialist, Station (2)		19.97
Air Traffic Control Specialist, Terminal (2)		21.99
Archeological Technician I		12.65
Archeological Technician II		14.97
Archeological Technician III		18.55
Cartographic Technician		19.44
Civil Engineering Technician		18.78
Computer Based Training (CBT) Specialist/ I	nstructor	21.65
Drafter I		11.00
Drafter II		12.34
Drafter III		14.97 18.55
Drafter IV		18.55
Engineering Technician I		16.41
Engineering Technician II		18.36
Engineering Technician III Engineering Technician IV		22.36
Engineering Technician V		25.09
Engineering Technician VI		33.09
Environmental Technician		17.20
Flight Simulator/Instructor (Pilot)		24.81
Graphic Artist		17.73
Instructor		18.84
Laboratory Technician		16.70
Mathematical Technician		20.23
Paralegal/Legal Assistant I		13.15
Paralegal/Legal Assistant II		21.48
Paralegal/Legal Assistant III		26.41
Paralegal/Legal Assistant IV		31.96
Photooptics Technician		23.14
Technical Writer		20.06
Unexploded (UXO) Safety Escort		18.40
Unexploded (UXO) Sweep Personnel		18.40
Unexploded Ordnance (UXO) Technician I		18.40
Unexploded Ordnance (UXO) Technician II		22.27
Unexploded Ordnance (UXO) Technician III	LOuntere Browning (0)	26.69 15.40
Weather Observer, Combined Upper Air and	Surrace Programs (3)	15.49
Weather Observer, Senior (3)		17.20

WAGE DETERMINATION NO.: 1994-2249 (Rev. 18)	ISSUE DATE: 05/29/2002	Page 8
Weather Observer, Upper Air (3)		15.49
Transportation/ Mobile Equipment Operation	Occupations	
Bus Driver		12.49
Parking and Lot Attendant		8.98
Shuttle Bus Driver		10.69
Taxi Driver		9.17
Truckdriver, Heavy Truck		13.38
Truckdriver, Light Truck		10.69
Truckdriver, Medium Truck		12.72
Truckdriver, Tractor-Trailer		13.38

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of eleven paid holidays per year: New Year's Day, Martin Luther King Jr's Birthday, Washington's Birthday, Good Friday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

# THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordanace, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordance material other than small arms ammunition. These

differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

#### \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Source of Occupational Title and Descriptions:

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REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

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Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

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# REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON, D.C. 20210

William W. Gross

Division of

Wage Determinations

Wage Determination No.: 1994-2499 Revision No.: 18

Date of Last Revision: 07/26/2002

States: Tennessee, Virginia

Area: Tennessee Counties of Carter, Cocke, Greene, Hancock, Hawkins, Johnson, Sullivan, Unicoi,

Virginia Counties of Buchanan, Dickenson, Grayson, Lee, Russell, Scott, Smyth, Tazewell, Washington,

Wise

Director

The following Independent Cities are included for the Virginia Area: Bristol, Galax, and Norton.

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
		9.69
01011	Accounting Clerk II	10.57
01012	Accounting Clerk II  Accounting Clerk III	12.79
01013		14.30
01014	Accounting Clerk IV	11.84
01030	Court Reporter	11.46
01050	Dispatcher, Motor Vehicle	9.00
01060	Document Preparation Clerk	7.82
01070	Messenger (Courier)	9.00
01090	Duplicating Machine Operator	7.97
01110	Film/Tape Librarian	7.82
01115	General Clerk I	8.79
01116	General Clerk II	11.23
01117	General Clerk III	12.62
01118	General Clerk IV	14.24
01120	Housing Referral Assistant	8.84
01131	Key Entry Operator I	9.65
01132	Key Entry Operator II	10.24
01191	Order Clerk I	11.17
01192	Order Clerk II	8.20
01261	Personnel Assistant (Employment) I	9.20
01262	Personnel Assistant (Employment) II	11.76
01263	Personnel Assistant (Employment) III	13.21
01264	Personnel Assistant (Employment) IV	13.85
01270	Production Control Clerk	8.16
01290	Rental Clerk	9.43
01300	Scheduler, Maintenance	9.43
01311	Secretary I	13.26
01312	Secretary II	,0.20

WAGE DETERMINATION	ON NO.: 1994-2499 (Rev. 18) ISSUE DATE: 07/26/2002	Page 2
01313	Secretary III	14.24
01313	Secretary IV	15.82
01314	Secretary V	20.91
01320	Service Order Dispatcher	8.15
01341	Stenographer I	7.48
01342	Stenographer II	8.42
01400	Supply Technician	15.82
01420	Survey Worker (Interviewer)	11.84
01460	Switchboard Operator-Receptionist	8.21
01510	Test Examiner	13.26
01520	Test Proctor	13.26
01531	Travel Clerk I	9.38
01532	Travel Clerk II	9.97
01533	Travel Clerk III	10.61
01611	Word Processor I	8.40
01612	Word Processor II	9.45
01613	Word Processor III	13.28
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	9.28
03041	Computer Operator I	10.26
03042	Computer Operator II	11.49
03043	Computer Operator III	12.45
03044	Computer Operator IV	14.25
03045	Computer Operator V	15.76
03071	Computer Programmer I (1)	11.74
03072	Computer Programmer II (1)	14.56
03073	Computer Programmer III (1)	17.81 21.52
03074	Computer Programmer IV (1)	19.58
03101	Computer Systems Analyst I (1)	23.70
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	10.80
03160	Peripheral Equipment Operator	10.00
05000	Automotive Service Occupations	14.96
05005	Automotive Body Repairer, Fiberglass	11.68
05010	Automotive Glass Installer	11.68
05040	Automotive Worker	12.21
05070	Electrician, Automotive	10.63
05100	Mobile Equipment Servicer	12.78
05130	Motor Equipment Metal Mechanic	11.68
05160	Motor Equipment Metal Worker	12.78
05190	Motor Vehicle Mechanic	10.08
05220	Motor Vehicle Mechanic Helper	11.14
05250	Motor Vehicle Upholstery Worker	11.68
05280	Motor Vehicle Wrecker	12.21
05310	Painter, Automotive	11.68
05340	Radiator Repair Specialist	10.27
05370	Tire Repairer	

WAGE DETERMINATIO	N NO.: 1994-2499 (Rev. 18) ISSUE DATE:	07/26/2002 Page 3
05400	Transmission Repair Specialist	12.78
07000	Food Preparation and Service Occupations	
	Food Service Worker	7.42
07010	Baker	10.02
07041	Cook I	9.08
07041	Cook II	10.02
07070	Dishwasher	7.12
07130	Meat Cutter	10.86
07250	Waiter/Waitress	7.60
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	13.36
09040	Furniture Handler	9.66
09070	Furniture Refinisher	13.36
09100	Furniture Refinisher Helper	10.91
09110	Furniture Repairer, Minor	12.14
09130	Upholsterer	13.36
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	7.12
11060	Elevator Operator	8.19
11090	Gardener	10.44
11121	House Keeping Aid I	6.59
11122	House Keeping Aid II	8.21
11150	Janitor	8.19
11210	Laborer, Grounds Maintenance	8.74
11240	Maid or Houseman	6.59
11270	Pest Controller	9.55 8.19
11300	Refuse Collector	9.87
11330	Tractor Operator	9.87 8.74
11360	Window Cleaner	0.74
12000	Health Occupations	
12020	Dental Assistant	11.90
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	10.93
12071	Licensed Practical Nurse I	9.38
12072	Licensed Practical Nurse II	10.53
12073	Licensed Practical Nurse III	11.78
12100	Medical Assistant	9.77
12130	Medical Laboratory Technician	11.02
12160	Medical Record Clerk	9.77 13.54
12190	Medical Record Technician	7.68
12221	Nursing Assistant I	7.66 8.63
12222	Nursing Assistant II	9.42
12223	Nursing Assistant III	10.56
12224	Nursing Assistant IV	12.19
12250	Pharmacy Technician	12.10

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42220	Phlebotomist	10.48
12280	Registered Nurse I	16.25
12311	Registered Nurse II	19.89
12312	Registered Nurse II, Specialist	19.89
12313	Registered Nurse III	24.07
12314	Registered Nurse III, Anesthetist	24.07
12315 12316	Registered Nurse IV	28.83
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	14.71
13011	Exhibits Specialist I	16.28
13012	Exhibits Specialist II	19.79
13013	Exhibits Specialist III	24.19
13041	Illustrator I	16.28
13042	Illustrator II	19.79
13043	Illustrator III	24.19
13047	Librarian	17.02
13050	Library Technician	11.21
13071	Photographer I	14.27
13072	Photographer II	16.28
13073	Photographer III	19.79
13074	Photographer IV	24.19
13075	Photographer V	29.28
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	7.04
15010	Assembler	7.21 7.21
15030	Counter Attendant	7.21 8.31
15040	Dry Cleaner	7.21
15070	Finisher, Flatwork, Machine	7.21 7.21
15090	Presser, Hand	7.21
15100	Presser, Machine, Drycleaning	7.21
15130	Presser, Machine, Shirts	7.21
15160	Presser, Machine, Wearing Apparel, Laundry	8.90
15190	Sewing Machine Operator	10.45
15220	Tailor	7.80
15250	Washer, Machine	7.00
19000	Machine Tool Operation and Repair Occupations	13.84
19010	Machine-Tool Operator (Toolroom)	14.65
19040	Tool and Die Maker	14.05
21000	Material Handling and Packing Occupations	40.05
21010	Fuel Distribution System Operator	12.25 13.86
21020	Material Coordinator	13.86
21030	Material Expediter	10.53
21040	Material Handling Laborer	10.55
21050	Order Filler	11.44
21071	Forklift Operator	10.84
21080	Production Line Worker (Food Processing)	10.04

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21100	Shipping/Receiving Clerk	10.42
21130	Shipping Packer	10.42
21140	Store Worker I	8.61
21150	Stock Clerk (Shelf Stocker; Store Worker II)	10.91
21210	Tools and Parts Attendant	12.33
21400	Warehouse Specialist	12.33
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	14.00
23040	Aircraft Mechanic Helper	10.91
23050	Aircraft Quality Control Inspector	16.31
23060	Aircraft Servicer	12.14
23070	Aircraft Worker	12.74
23100	Appliance Mechanic	13.36
23120	Bicycle Repairer	11.15
23125	Cable Splicer	17.71
23130	Carpenter, Maintenance	13.36
23140	Carpet Layer	12.74
23160	Electrician, Maintenance	15.23
23181	Electronics Technician, Maintenance I	16.82
23182	Electronics Technician, Maintenance II	18.38
23183	Electronics Technician, Maintenance III	19.29
23260	Fabric Worker	12.14
23290	Fire Alarm System Mechanic	14.00
23310	Fire Extinguisher Repairer	11.54
23340	Fuel Distribution System Mechanic	15.07
23370	General Maintenance Worker	12.74
23400	Heating, Refrigeration and Air Conditioning Mechanic	14.00
23430	Heavy Equipment Mechanic	14.00
23440	Heavy Equipment Operator	14.38
23460	Instrument Mechanic	14.00
23470	Laborer	8.86
23500	Locksmith	13.36
23530	Machinery Maintenance Mechanic	15.44
23550	Machinist, Maintenance	14.00
23580	Maintenance Trades Helper	.10.91
23640	Millwright	14.35
23700	Office Appliance Repairer	13.36
23740	Painter, Aircraft	13.36
23760	Painter, Maintenance	13.36
23790	Pipefitter, Maintenance	14.96
23800	Plumber, Maintenance	14.28
23820	Pneudraulic Systems Mechanic	14.00
23850	Rigger	14.00
23870	Scale Mechanic	12.74
23890	Sheet-Metal Worker, Maintenance	14.00
23910	Small Engine Mechanic	12.74
23930	Telecommunication Mechanic I	14.48
23931	Telecommunication Mechanic II	15.14

WAGE DETERMINAT	ION NO.: 1994-2499 (Rev. 18)	ISSUE DATE: 07/26/2002	Page 6
23950	Telephone Lineman		15.14
23960	Welder, Combination, Mainten	14.00	
23965	Well Driller		14.00
23970	Woodcraft Worker		14.00
23980	Woodworker		11.54
24000	Personal Needs Occupations		
24570	Child Care Attendant		8.75
24580	Child Care Center Clerk		10.90
24600	Chore Aid		6.65
24630	Homemaker		12.27
25000	Plant and System Operation O	ccupations	
25010	Boiler Tender		16.43
25040	Sewage Plant Operator		13.63
25070	Stationary Engineer		16.41
25190	Ventilation Equipment Tender		10.91
25210	Water Treatment Plant Operat	or	13.36
27000	<b>Protective Service Occupation</b>	s	
	Police Officer	,	14.75
27004	Alarm Monitor		10.07
27006	Corrections Officer		11.76
27010	Court Security Officer		12.32
27040	Detention Officer		12.06
27070	Firefighter		12.06
27101	Guard I		8.53
27102	Guard II		9.53
28000	Stevedoring/Longshoremen O	ccupations	
28010	Blocker and Bracer		12.66
28020	Hatch Tender		12.66
28030	Line Handler		12.66
28040	Stevedore I		12.06
28050	Stevedore II		13.28
29000	<b>Technical Occupations</b>		
21150	Graphic Artist		17.18
29010	Air Traffic Control Specialist, (		28.21
29011	Air Traffic Control Specialist, S		19.46
29012	Air Traffic Control Specialist,	Гerminal (2)	21.43
29023	Archeological Technician I		15.02
29024	Archeological Technician II		16.79
29025	Archeological Technician III		20.80
29030	Cartographic Technician		19.65
29035	Computer Based Training (CE Instructor	BT) Specialist/	19.58
29040	Civil Engineering Technician		17.99
29061	Drafter I		13.34
29062	Drafter II		14.99

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29063	Drafter III		17.12
29064	Drafter IV		20.80
29081	Engineering Technician I		12.98
29081	Engineering Technician II		14.52
29082	Engineering Technician III		16.57
29083	Engineering Technician IV		20.14
29085	Engineering Technician V		24.62
29086	Engineering Technician VI		29.80
29090	Environmental Technician		12.89
29100	Flight Simulator/Instructor (Pil	ot)	22.88
29160	Instructor	•	17.62
29210	Laboratory Technician		12.39
29240	Mathematical Technician		19.79
29361	Paralegal/Legal Assistant I		12.20
29362	Paralegal/Legal Assistant II		14.55
29363	Paralegal/Legal Assistant III		17.79
29364	Paralegal/Legal Assistant IV		21.52
29390	Photooptics Technician		19.79
29480	Technical Writer		21.08
29491	Unexploded Ordnance (UXO	) Technician I	17.93
29492	Unexploded Ordnance (UXO	) Technician II	21.70
29492 29493	Unexploded Ordnance (UXO	) Technician III	26.01
29493 29494	Unexploded (UXO) Safety Es		17.93
29495 29495	Unexploded (UXO) Sweep P	ersonnel	17.93
29620	Weather Observer, Senior (3	)	14.48
29621	Weather Observer, Combine Programs (3)	d Upper Air and Surface	13.02
29622	Weather Observer, Upper A		13.02
31000	Transportation/ Mobile Equip	ment Operation Occupations	
31030	Bus Driver		11.53
31260	Parking and Lot Attendant		8.62
31290	Shuttle Bus Driver		11.02
31300	Taxi Driver		10.43
31361	Truckdriver, Light Truck		11.00
31362	Truckdriver, Medium Truck		11.53
31363	Truckdriver, Heavy Truck		14.50
31364	Truckdriver, Tractor-Trailer		14.50
99000	Miscellaneous Occupations		204
99020	Animal Caretaker		8.24
99030	Cashier		7.14
99041	Carnival Equipment Operat	or	8.58
99042	Carnival Equipment Repaire	er	9.08
99043	Carnival Worker		7.12
99050	Desk Clerk		8.75
99095	Embalmer		17.93
99300	Lifeguard		9.42
99310	Mortician		17.93

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99350 99400	Park Attendant (Aide) Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	11.84 8.96
99500	Recreation Specialist	12.12
99510	Recycling Worker	10.86
99610	Sales Clerk	8.57
	School Crossing Guard (Crosswalk Attendant)	8.19
99620	Sport Official	8.57
99630	Survey Party Chief (Chief of Party)	16.28
99658 99659	Surveying Technician (Instr. Person/Surveyor	14.42
	Asst./Instr.)	10.56
99660	Surveying Aide	11.02
99690	Swimming Pool Operator	9.44
99720	Vending Machine Attendant	11.02
99730	Vending Machine Repairer	9.44
99740	Vending Machine Repairer Helper	J.44

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 10 years, and 4 after 20 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

## THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of

hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

#### \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such

ISSUE DATE: 07/26/2002

unlisted class(es) of employees performs any contract work.

- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

# REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON, D.C. 20210

William W. Gross

Director

Division of Wage Determinations

Wage Determination No.: 1994-2543 Revision No.: 30 Date of Last Revision: 06/24/2002

States: North Carolina, Virginia

Area: North Carolina Counties of Camden, Chowan, Currituck, Gates, Pasquotank, Perquimans Virginia Counties of Chesapeake, Gloucester, Hampton, Isle of Wight, James City, Mathews, Newport News, Norfolk, Poquoson, Portsmouth, Southampton, Suffolk, Surry, Virginia Beach, Williamsburg, York

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
01011	Accounting Clerk I	8.38
01011	Accounting Clerk II	10.58
01012	Accounting Clerk III	13.17
01013	Accounting Clerk IV	14.28
01014	Court Reporter	12.87
01050	Dispatcher, Motor Vehicle	12.63
01060	Document Preparation Clerk	10.68
01070	Messenger (Courier)	7.89
01070	Duplicating Machine Operator	9.93
01030	Film/Tape Librarian	9.60
01115	General Clerk I	7.91
01116	General Clerk II	9.73
01117	General Clerk III	12.10
01118	General Clerk IV	13.53
01120	Housing Referral Assistant	14.93
01131	Key Entry Operator I	9.13
01132	Key Entry Operator II	11.49
01191	Order Clerk I	11.13
01192	Order Clerk II	14.56
01261	Personnel Assistant (Employment) I	11.16
01262	Personnel Assistant (Employment) II	12.90
01263	Personnel Assistant (Employment) III	13.63
01264	Personnel Assistant (Employment) IV	15.61
01270	Production Control Clerk	16.40
01290	Rental Clerk	11.35
01300	Scheduler, Maintenance	12.36
01311	Secretary I	12.36
01312	Secretary II	14.39
01313	Secretary III	16.42
01314	Secretary IV	19.25
01315	Secretary V	20.21
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01320	Service Order Dispatcher	12.14
01341	Stenographer I	10.45
01342	Stenographer II	12.90
01400	Supply Technician	17.31
01420	Survey Worker (Interviewer)	12.02
01460	Switchboard Operator-Receptionist	9.20
01510	Test Examiner	13.08
01520	Test Proctor	13.08
01531	Travel Clerk I	9.92
01532	Travel Clerk II	10.59
01532	Travel Clerk III	11.30
01611	Word Processor I	10.70
01612	Word Processor II	12.90
01613	Word Processor III	13.50
03000	Automatic Data Processing Occupations	
	Computer Data Librarian	8.55
03010 03041	Computer Operator I	10.48
03041	Computer Operator II	12.11
03042	Computer Operator III	15.00
03043	Computer Operator IV	17.38
03044	Computer Operator V	18.47
03045	Computer Programmer I (1)	19.24
03071	Computer Programmer II (1)	21.77
03072	Computer Programmer III (1)	25.96
03074	Computer Programmer IV (1)	27.62
03101	Computer Systems Analyst I (1)	25.31
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	27.62
03160	Peripheral Equipment Operator	11.06
05000	Automotive Service Occupations	·
05005	Automotive Body Repairer, Fiberglass	18.20
05010	Automotive Glass Installer	16.60
05040	Automotive Worker	16.60
05070	Electrician, Automotive	17.38
05100	Mobile Equipment Servicer	15.00
05130	Motor Equipment Metal Mechanic	18.20
05160	Motor Equipment Metal Worker	16.60
05190	Motor Vehicle Mechanic	18.20
05220	Motor Vehicle Mechanic Helper	14.15
05250	Motor Vehicle Upholstery Worker	15.78
05280	Motor Vehicle Wrecker	16.60
05310	Painter, Automotive	17.38
05340	Radiator Repair Specialist	15.78
05370	Tire Repairer	13.37
05400	Transmission Repair Specialist	18.20
07000	Food Preparation and Service Occupations	

WAGE DETERMINATI	ON NO.: 1994-2543 (Rev. 30)	ISSUE DATE: 06/24/2002	Page 3
	Food Service Worker		7.92
07010	Baker		8.98
07041	Cook I		8.39
07042	Cook II		9.28
07070	Dishwasher		7.42
07130	Meat Cutter		11.54
07250	Waiter/Waitress		7.56
09000	Furniture Maintenance and Rep	pair Occupations	
09010	Electrostatic Spray Painter		20.27
09040	Furniture Handler		13.34
09070	Furniture Refinisher		16.03
09100	Furniture Refinisher Helper		13.05
09110	Furniture Repairer, Minor		14.56
09130	Upholsterer		16.03
11030	General Services and Support	Occupations	
11030	Cleaner, Vehicles		8.29
11060	Elevator Operator		7.60
11090	Gardener		10.19
11121	House Keeping Aid I		7.14
11122	House Keeping Aid II		9.15
11150	Janitor		8.74
11210	Laborer, Grounds Maintenance	e	9.52
11240	Maid or Houseman		7.11
11270	Pest Controller		9.61
11300	Refuse Collector		9.11
11330	Tractor Operator		9.71
11360	Window Cleaner		9.50
12000	Health Occupations		
12020	Dental Assistant		11.11
12040	Emergency Medical Technicia (EMT)/Paramedic/Ambulance	n Driver	12.63
12071	Licensed Practical Nurse I		10.44
12072	Licensed Practical Nurse II		11.71
12073	Licensed Practical Nurse III		13.10
12100	Medical Assistant		9.79
12130	Medical Laboratory Techniciar	1	11.39
12160	Medical Record Clerk		10.90
12190	Medical Record Technician		13.15
12221	Nursing Assistant I		7.67
12222	Nursing Assistant II		8.63
12223	Nursing Assistant III		9.42
12224	Nursing Assistant IV		10.56
12250	Pharmacy Technician		11.84
12280	Phlebotomist		11.71
12311	Registered Nurse I		19.72
12312	Registered Nurse II		23.42

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12313	Registered Nurse II, Specialist	23.42
12314	Registered Nurse III	28.34
12315	Registered Nurse III, Anesthetist	28.34
12316	Registered Nurse IV	33.96
13000	Information and Arts Occupations	
13002	Audiovisual Librarian	14.23 15.55
13011	Exhibits Specialist I	18.89
13012	Exhibits Specialist II	20.98
13013	Exhibits Specialist III	17.63
13041	Illustrator I	21.42
13042	Illustrator II	23.78
13043	Illustrator III	20.32
13047	Librarian	11.45
13050	Library Technician	11.73
13071	Photographer I	15.55
13072	Photographer II	18.89
13073	Photographer III	20.98
13074	Photographer IV	25.39
13075	Photographer V	20.00
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	6.95
15010	Assembler	6.95
15030	Counter Attendant	8.18
15040	Dry Cleaner	6.95
15070	Finisher, Flatwork, Machine	6.95
15090	Presser, Hand	6.95
15100	Presser, Machine, Drycleaning	6.95
15130	Presser, Machine, Shirts	6.95
15160	Presser, Machine, Wearing Apparel, Laundry	8.77
15190	Sewing Machine Operator	9.68
15220	Tailor	7.49
15250	Washer, Machine  Machine Tool Operation and Repair Occupations	
19000		18.33
19010	Machine-Tool Operator (Toolroom)	20.31
19040	Tool and Die Maker	
21000	Material Handling and Packing Occupations	15.10
21010	Fuel Distribution System Operator	16.72
21020	Material Coordinator	16.72
21030	Material Expediter	8.86
21040	Material Handling Laborer	9.15
21050	Order Filler	12.33
21071	Forklift Operator	12.00
21080	Production Line Worker (Food Processing)	10.56
21100	Shipping/Receiving Clerk	11.59
21130	Shipping Packer	9.42
21140	Store Worker I	. 0, 125

WAGE DETERMINATION	DN NO.: 1994-2543 (Rev. 30) ISSUE DATE: 06/24/2002	Page 5
21150	Stock Clerk (Shelf Stocker; Store Worker II)	11.85
21210	Tools and Parts Attendant	14.93
21400	Warehouse Specialist	14.36
23000	Mechanics and Maintenance and Repair Occupations	
23000		20.53
23010	Aircraft Mechanic	15.13
23040	Aircraft Mechanic Helper	21.44
23050	Aircraft Quality Control Inspector	16.87
23060	Aircraft Servicer	17.74
23070	Aircraft Worker	16.03
23100	Appliance Mechanic	13.37
23120	Bicycle Repairer	18.47
23125	Cable Splicer	16.03
23130	Carpenter, Maintenance	17.61
23140	Carpet Layer	17.46
23160	Electrician, Maintenance	15.47
23181	Electronics Technician, Maintenance I	15.82
23182	Electronics Technician, Maintenance II	16.95
23183	Electronics Technician, Maintenance III	14.56
23260	Fabric Worker	16.79
23290	Fire Alarm System Mechanic	13.84
23310	Fire Extinguisher Repairer	18.32
23340	Fuel Distribution System Mechanic	15.31
23370	General Maintenance Worker	16.79
23400	Heating, Refrigeration and Air Conditioning Mechanic	16.79
23430	Heavy Equipment Mechanic	16.79
23440	Heavy Equipment Operator	16.79
23460	Instrument Mechanic	10.02
23470	Laborer	17.51
23500	Locksmith	16.75
23530	Machinery Maintenance Mechanic	16.79
23550	Machinist, Maintenance	13.05
23580	Maintenance Trades Helper	20.58
23640	Millwright	16.03
23700	Office Appliance Repairer	18.24
23740	Painter, Aircraft	16.03
23760	Painter, Maintenance	16.79
23790	Pipefitter, Maintenance	16.03
23800	Plumber, Maintenance	16.79
23820	Pneudraulic Systems Mechanic	16.79
23850	Rigger	15.31
23870	Scale Mechanic	16.79
23890	Sheet-Metal Worker, Maintenance	15.31
23910	Small Engine Mechanic	16.79
23930	Telecommunication Mechanic I	20.16
23931	Telecommunication Mechanic II	16.79
23950	Telephone Lineman	16.79
23960	Welder, Combination, Maintenance	16.79
23965	Well Driller	

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23970	Woodcraft Worker		16.79
23980	Woodworker		13.84
24000	Personal Needs Occupations	•	
24570	Child Care Attendant		7.15
24580	Child Care Center Clerk		11.06
24600	Chore Aid		6.57
24630	Homemaker		10.63
25000	Plant and System Operation	Occupations	
25010	Boiler Tender		16.79 17.81
25040	Sewage Plant Operator		16.79
25070	Stationary Engineer		13.05
25190	Ventilation Equipment Tend		
25210	Water Treatment Plant Ope	rator	17.81
27000	Protective Service Occupati	ons	
	Police Officer		16.90
27004	Alarm Monitor		10.86
27006	Corrections Officer		13.17
27010	Court Security Officer		13.19
27040	Detention Officer		13.19
27070	Firefighter		13.65
27101	Guard I		8.18
27102	Guard II		9.79
28000	Stevedoring/Longshoremer	Occupations	
28010	Blocker and Bracer		14.84
28020	Hatch Tender		14.84
28030	Line Handler		14.84
28040	Stevedore I		14.04
28050	Stevedore II		15.42
29000	<b>Technical Occupations</b>		
21150	Graphic Artist		18.24
29010	Air Traffic Control Specialis	st, Center (2)	28.21
29011	Air Traffic Control Speciali		19.46
29012	Air Traffic Control Speciali	st, Terminal (2)	21.43
29023	Archeological Technician I		13.01
29024	Archeological Technician		14.63
29025	Archeological Technician	II	18.07
29030	Cartographic Technician		17.38
29035	Computer Based Training Instructor	(CBT) Specialist/	23.07
29040	Civil Engineering Technici	an	18.89
29061	Drafter I		11.46
29062	Drafter II		12.90
29063	Drafter III		16.21
29064	Drafter IV		19.70
29081	Engineering Technician I		15.58
	•		

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29082	Engineering Technician II		16.67
29083	Engineering Technician III		20.54
29084	Engineering Technician IV		24.87
29085	Engineering Technician V		29.05
29086	Engineering Technician VI		35.89
29090	Environmental Technician		16.43
29100	Flight Simulator/Instructor (F	Pilot)	26.55
29160	Instructor	,	19.19
29210	Laboratory Technician		13.51
29240	Mathematical Technician		18.07
29361	Paralegal/Legal Assistant I		12.85
29362	Paralegal/Legal Assistant II		15.60
29363	Paralegal/Legal Assistant III		19.09
29364	Paralegal/Legal Assistant I\		23.09
29390	Photooptics Technician		18.89
29480	Technical Writer		18.98
29491	Unexploded Ordnance (UX	D) Technician I	17.93
29492	Unexploded Ordnance (UX	D) Technician II	21.70
29493	Unexploded Ordnance (UX	O) Technician III	26.01
29494	Unexploded (UXO) Safety B	Escort	17.93
29495	Unexploded (UXO) Sweep	Personnel	17.93
29620	Weather Observer, Senior (	3)	16.76
29621	Weather Observer, Combin Programs (3)	ed Upper Air and Surface	15.49
29622	Weather Observer, Upper A	xir (3)	15.49
31000	Transportation/ Mobile Equi	pment Operation Occupations	
31030	Bus Driver		10.22
31260	Parking and Lot Attendant		7.51
31290	Shuttle Bus Driver		9.80
31300	Taxi Driver		9.68
31361	Truckdriver, Light Truck		9.80
31362	Truckdriver, Medium Truck		10.73
31363	Truckdriver, Heavy Truck		13.31
31364	Truckdriver, Tractor-Trailer		13.31
99000	Miscellaneous Occupations		
99020	Animal Caretaker		7.35
99030	Cashier		7.09
99041	Carnival Equipment Opera		9.24
99042	Carnival Equipment Repair	er	9.69
99043	Carnival Worker		6.58
99050	Desk Clerk		7.98
99095	Embalmer		17.93
99300	Lifeguard		8.07
99310	Mortician		19.39
99350	Park Attendant (Aide)		10.13
99400	Photofinishing Worker (Photofinishing Worker	oto Lab Tech., Darkroom	8.22
99500	Recreation Specialist		13.50

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99510	Recycling Worker		11.15
	Sales Clerk		8.07
99610		ewell Attendant)	9.00
99620	School Crossing Guard (Cros	Swalk Attendanty	7.02
99630	Sport Official		12.43
99658	Survey Party Chief (Chief of F	Party)	
99659	Surveying Technician (Instr. F Asst./Instr.)	Person/Surveyor	11.30
99660	Surveying Aide		7.76
	Swimming Pool Operator		10.33
99690			10.14
99720	Vending Machine Attendant		11.88
99730	Vending Machine Repairer		10.14
99740	Vending Machine Repairer H	elper	10.14

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

# THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordance material other than small arms ammunition. These

differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

## \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of

ISSUE DATE: 06/24/2002

Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR
EMPLOYMENT STANDARDS ADMINISTRATION
WAGE AND HOUR DIVISION WASHINGTON, D.C. 20210

William W. Gross Director

Division of Wage Determinations Wage Determination No.: 1994-2545 Revision No.: 20 Date of Last Revision: 07/26/2002

State: Virginia

Area: Virginia Counties of Albemarle, Amelia, Brunswick, Buckingham, Caroline, Charles City, Charlotte, Charlottesville, Chesterfield, Colonial Hghts, Cumberland, Dinwiddie, Essex, Fluvanna, Goochland, Greensville, Hanover, Henrico, Hopewell, King William, King and Queen, Lancaster, Louisa, Lunenburg, Mecklenburg, Middlesex, New Kent, Northumberland, Nottoway, Orange, Petersburg, Powhatan, Prince Edward, Prince George, Richmond, Sussex, Westmoreland

CODE	OCCUPATION TITLE	MINIMUM WAGE RATE
01000	Administrative Support and Clerical Occupations	
		9.45
01011	Accounting Clerk I	10.49
01012	Accounting Clerk II	12.75
01013	Accounting Clerk IV	16.33
01014	Accounting Clerk IV	13.59
01030	Court Reporter	13.93
01050	Dispatcher, Motor Vehicle	12.16
01060	Document Preparation Clerk	9.46
01070	Messenger (Courier)	12.16
01090	Duplicating Machine Operator	11.74
01110	Film/Tape Librarian	8.77
01115	General Clerk I	10.33
01116	General Clerk II	12.96
01117	General Clerk III	17.12
01118	General Clerk IV	16.05
01120	Housing Referral Assistant	10.71
01131	Key Entry Operator I	12.52
01132	Key Entry Operator II	12.06
01191	Order Clerk I	13.18
01192	Order Clerk II	10.79
01261	Personnel Assistant (Employment) I	12.85
01262	Personnel Assistant (Employment) II	14.95
01263	Personnel Assistant (Employment) III	17.29
01264	Personnel Assistant (Employment) IV	16.59
01270	Production Control Clerk	11.81
01290	Rental Clerk	11.42
01300	Scheduler, Maintenance	11.42
01311	Secretary I	14.12
01312	Secretary II	16.05
01313	Secretary III	18.91
01314	Secretary IV	10.01

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01315	Secretary V	22.77
01313	Service Order Dispatcher	12.39
01341	Stenographer I	9.79
01341	Stenographer II	10.99
01400	Supply Technician	18.91
01420	Survey Worker (Interviewer)	13.59
01460	Switchboard Operator-Receptionist	9.81
01510	Test Examiner	14.12
01520	Test Proctor	14.12
01531	Travel Clerk I	9.66
01532	Travel Clerk II	10.25
01533	Travel Clerk III	10.91
01611	Word Processor I	10.41
01612	Word Processor II	12.54
01613	Word Processor III	14.02
03000	Automatic Data Processing Occupations	
03010	Computer Data Librarian	12.05 11.83
03041	Computer Operator I	
03042	Computer Operator II	13.59 15.94
03043	Computer Operator III	15. <del>94</del> 17.73
03044	Computer Operator IV	19.61
03045	Computer Operator V	15.75
03071	Computer Programmer I (1)	18.21
03072	Computer Programmer II (1)	21.97
03073	Computer Programmer III (1)	26.46
03074	Computer Programmer IV (1)	25.04
03101	Computer Systems Analyst I (1)	26.34
03102	Computer Systems Analyst II (1)	27.62
03103	Computer Systems Analyst III (1)	10.58
03160	Peripheral Equipment Operator	
05000	Automotive Service Occupations	17.26
05005	Automotive Body Repairer, Fiberglass	15.69
05010	Automotive Glass Installer	15.69
05040	Automotive Worker	16.49
05070	Electrician, Automotive	14.12
05100	Mobile Equipment Servicer	17.26
05130	Motor Equipment Metal Mechanic	15.69
05160	Motor Equipment Metal Worker	17.99
05190	Motor Vehicle Mechanic	13.32
05220	Motor Vehicle Mechanic Helper	14.90
05250	Motor Vehicle Upholstery Worker	15.69
05280	Motor Vehicle Wrecker	16.49
05310	Painter, Automotive	15.69
05340	Radiator Repair Specialist	13.64
05370	Tire Repairer	17.26
05400	Transmission Repair Specialist	17.25

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07000	Food Preparation and Service Occupations	
	Food Service Worker	8.10
07010	Baker	10.26
07010	Cook I	9.03
07041 07042	Cook II	10.09
07042	Dishwasher	7.17
07070	Meat Cutter	11.80
07150	Waiter/Waitress	6.89
09000	Furniture Maintenance and Repair Occupations	
09010	Electrostatic Spray Painter	18.89
09040	Furniture Handler	13.26
09070	Furniture Refinisher	18.89
09100	Furniture Refinisher Helper	15.44
09110	Furniture Repairer, Minor	17.02
09130	Upholsterer	18.89
11030	General Services and Support Occupations	
11030	Cleaner, Vehicles	8.10 8.10
11060	Elevator Operator	- · · · ·
11090	Gardener	10.56 6.79
11121	House Keeping Aid I	7.36
11122	House Keeping Aid II	7.30 8.10
11150	Janitor	8.71
11210	Laborer, Grounds Maintenance	7.31
11240	Maid or Houseman	11.19
11270	Pest Controller	8.10
11300	Refuse Collector	9.94
11330	Tractor Operator	8.71
11360	Window Cleaner	0.77
12000	Health Occupations	12.12
12020	Dental Assistant	12.12
12040	Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver	11.65
12071	Licensed Practical Nurse I	13.07
12072	Licensed Practical Nurse II	
12073	Licensed Practical Nurse III	14.62 10.26
12100	Medical Assistant	12.00
12130	Medical Laboratory Technician	11.33
12160	Medical Record Clerk	13.65
12190	Medical Record Technician	8.03
12221	Nursing Assistant I	9.03
12222	Nursing Assistant II	9.85
12223	Nursing Assistant III	11.06
12224	Nursing Assistant IV	12.28
12250	Pharmacy Technician	11.62
12280	Phlebotomist	11.02

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		16.65
12311	Registered Nurse I	19.98
12312	Registered Nurse II	19.98
12313	Registered Nurse II, Specialist	24.19
12314	Registered Nurse III	24.19
12315	Registered Nurse III, Anesthetist	28.99
12316	Registered Nurse IV	20.00
13000	Information and Arts Occupations	18.71
13002	Audiovisual Librarian	17.50
13011	Exhibits Specialist I	21.67
13012	Exhibits Specialist II	26.50
13013	Exhibits Specialist III	14.66
13041	Illustrator I	18.16
13042	Illustrator II	22.20
13043	Illustrator III	22.69
13047	Librarian	13.69
13050	Library Technician	13.61
13071	Photographer I	15.92
13072	Photographer II	19.73
13073	Photographer III	24.11
13074	Photographer IV	29.19
13075	Photographer V	20.10
15000	Laundry, Dry Cleaning, Pressing and Related Occupations	7.24
15010	Assembler	7.24 7.48
15030	Counter Attendant	9.09
15040	Dry Cleaner	7.48
15070	Finisher, Flatwork, Machine	7.48
15090	Presser, Hand	7.48
15100	Presser, Machine, Drycleaning	7.48
15130	Presser, Machine, Shirts	7.48
15160	Presser, Machine, Wearing Apparel, Laundry	9.84
15190	Sewing Machine Operator	11.29
15220	Tailor	8.08
15250	Washer, Machine	0.00
19000	Machine Tool Operation and Repair Occupations	40.90
19010	Machine-Tool Operator (Toolroom)	18.89 22.63
19040	Tool and Die Maker	22.03
21000	Material Handling and Packing Occupations	
21010	Fuel Distribution System Operator	16.08
21020	Material Coordinator	17.12
21030	Material Expediter	17.12
21040	Material Handling Laborer	13.29
21050	Order Filler	11.26
21071	Forklift Operator	14.07
21080	Production Line Worker (Food Processing)	14.35
21100	Shipping/Receiving Clerk	11.33
2,,30	• • •	

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21130	Shipping Packer	11.43
21140	Store Worker I	9.70
21150	Stock Clerk (Shelf Stocker; Store Worker II)	13.10
21210	Tools and Parts Attendant	13.32
21400	Warehouse Specialist	14.35
23000	Mechanics and Maintenance and Repair Occupations	
23010	Aircraft Mechanic	19.82
23040	Aircraft Mechanic Helper	15.44
23050	Aircraft Quality Control Inspector	20.72
23060	Aircraft Servicer	17.02
23070	Aircraft Worker	17.94
23100	Appliance Mechanic	18.89
23120	Bicycle Repairer	15.54
23125	Cable Splicer	19.82
23130	Carpenter, Maintenance	18.89
23140	Carpet Layer	17.94
23160	Electrician, Maintenance	24.34
23181	Electronics Technician, Maintenance I	17.53
23182	Electronics Technician, Maintenance II	20.96
23183	Electronics Technician, Maintenance III	22.10
23260	Fabric Worker	17.02
23290	Fire Alarm System Mechanic	19.82
23310	Fire Extinguisher Repairer	16.08
23340	Fuel Distribution System Mechanic	19.82
23370	General Maintenance Worker	17.94
23400	Heating, Refrigeration and Air Conditioning Mechanic	19.82
23430	Heavy Equipment Mechanic	19.82
23440	Heavy Equipment Operator	18.35
23460	Instrument Mechanic	19.82
23470	Laborer	8.10
23500	Locksmith	18.89
23530	Machinery Maintenance Mechanic	21.34
23550	Machinist, Maintenance	19.82
23580	Maintenance Trades Helper	15.44
23640	Millwright	19.82
23700	Office Appliance Repairer	18.89
23740	Painter, Aircraft	18.89
23760	Painter, Maintenance	18.89
23790	Pipefitter, Maintenance	20.89
23800	Plumber, Maintenance	18.89
23820	Pneudraulic Systems Mechanic	19.82
23850	Rigger	19.82
23870	Scale Mechanic	17.94
23890	Sheet-Metal Worker, Maintenance	19.82
23910	Small Engine Mechanic	17.94
23930	Telecommunication Mechanic I	19.82
23931	Telecommunication Mechanic II	20.72
23950	Telephone Lineman	19.82

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23960	Welder, Combination, Mainte	nance	19.82
23965	Well Driller		19.82
23970	Woodcraft Worker		19.82
23980	Woodworker		16.08
24000	Personal Needs Occupations		
24570	Child Care Attendant		9.74
24580	Child Care Center Clerk		12.15
24600	Chore Aid		7.03
24630	Homemaker		14.76
25000	Plant and System Operation	Occupations	
25010	Boiler Tender		20.70
25040	Sewage Plant Operator		18.89
25070	Stationary Engineer		19.82
25190	Ventilation Equipment Tende	r	15.44
25210	Water Treatment Plant Oper	ator	18.89
27000	Protective Service Occupation	ns	
	Police Officer		17.08
27004	Alarm Monitor		11.30
27006	Corrections Officer		15.66
27010	Court Security Officer		15.66
27040	Detention Officer		15.66
27070	Firefighter		15.87
27101	Guard I		8.99
27102	Guard II		10.05
28000	Stevedoring/Longshoremen	Occupations	
28010	Blocker and Bracer		17.07
28020	Hatch Tender		17.07
28030	Line Handler		17.07
28040	Stevedore I		16.06
28050	Stevedore II		17.94
29000	Technical Occupations		
21150	Graphic Artist		22.56
29010	Air Traffic Control Specialist		28.59
29011	Air Traffic Control Specialist		19.65
29012	Air Traffic Control Specialist	Terminal (2)	21.63
29023	Archeological Technician I		16.03
29024	Archeological Technician II		18.04
29025	Archeological Technician III		22.25
29030	Cartographic Technician		20.99
29035	Computer Based Training (C Instructor	CBT) Specialist/	26.46
29040	Civil Engineering Techniciar	ı	18.16
29061	Drafter I		13.47
29062	Drafter II		15.36
29063	Drafter III		17.97

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29064	Drafter IV		22.25
29084	Engineering Technician I		16.30
29082	Engineering Technician II		18.31
29083	Engineering Technician III		20.47
29083	Engineering Technician IV		25.84
29084 29085	Engineering Technician V		31.60
29086 29086	Engineering Technician VI		38.23
29090	Environmental Technician		17.10
29100	Flight Simulator/Instructor (F	Pilot)	26.10
29160	Instructor	,	20.49
29210	Laboratory Technician		16.45
29240	Mathematical Technician		22.25
29361	Paralegal/Legal Assistant I	•	14.87
29362	Paralegal/Legal Assistant II		19.28
29363	Paralegal/Legal Assistant II	l	23.58
29364	Paralegal/Legal Assistant I\		28.54
29390	Photooptics Technician		22.46
29480	Technical Writer		22.63
29491	Unexploded Ordnance (UX	O) Technician I	18.10
29492	Unexploded Ordnance (UX		21.90
29493	Unexploded Ordnance (UX		26.25
29494	Unexploded (UXO) Safety		18.10
29495	Unexploded (UXO) Sweep	Personnel	18.10
29620	Weather Observer, Senior		20.35
29621	Weather Observer, Combir Programs (3)		18.32
29622	Weather Observer, Upper	Air (3)	18.32
31000	Transportation/ Mobile Equ	ipment Operation Occupations	
31030	Bus Driver		14.42
31260	Parking and Lot Attendant		6.79
31290	Shuttle Bus Driver		10.47
31300	Taxi Driver		10.44
31361	Truckdriver, Light Truck		10.47 16.37
31362	Truckdriver, Medium Truck	(	17.22
31363	Truckdriver, Heavy Truck		17.22
31364	Truckdriver, Tractor-Traile	r	17.22
99000	Miscellaneous Occupations	S	- 1-
99020	Animal Caretaker		8.47
99030	Cashier		7.96
99041	Carnival Equipment Opera		8.65
99042	Carnival Equipment Repai	rer	9.19
99043	Carnival Worker		7.04 9.74
99050	Desk Clerk		
99095	Embalmer		16.69 9.51
99300	Lifeguard		9.51 18.36
99310	Mortician		
99350	Park Attendant (Aide)		11.95

VAGE DETERMINATIO	ON NO.: 1994-2545 (Rev. 20)	ISSUE DATE: 07/26/2002	Page 8
99400	Photofinishing Worker (Photo Tech)	Lab Tech., Darkroom	9.39
99500	Recreation Specialist		13.50
99510	Recycling Worker		9.94
	Sales Clerk		9.15
99610	School Crossing Guard (Cros	eswalk Attendant)	7.98
99620		Swalk Attendanty	9.51
99630	Sport Official	7-40	16.93
99658	Survey Party Chief (Chief of I	Party)	15.18
99659	Surveying Technician (Instr. I	Person/Surveyor	10.10
	Asst./Instr.)		11.08
99660	Surveying Aide		10.08
99690	Swimming Pool Operator		8.49
99720	Vending Machine Attendant		10.08
99730	Vending Machine Repairer		
99740	Vending Machine Repairer H	lelper	8.49

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 1 week paid vacation after 1 year of service with a contractor or successor; 2 weeks after 2 years; 3 weeks after 5 years; and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractor in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

# THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives

and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

#### \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. {See Section 4.6 (C)(vi)} When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.

- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).
- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

# REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON, D.C. 20210

William W. Gross Director Division of Wage Determinations

Wage Determination No.: 1994-2547 Revision No.: 18 Date of Last Revision: 05/29/2002

State: Virginia

Area: Virginia Counties of Alleghany, Amherst, Appomattox, Augusta, Bath, Bedford, Bland, Botetourt, Campbell, Carroll, Craig, Floyd, Franklin, Giles, Halifax, Henry, Highland, Montgomery, Nelson, Patrick, Pittsylvania, Pulaski, Roanoke, Rockbridge, Wythe

The following Independent Cities are included for the Southwest Virginia Area: Buena Vista, Clifton Forge, Covington, Danville, Lexington, Lynchburg, Martinsville, Radford, Salem, South Boston, Staunton, Waynesboro.

OCCUPATION TITLE	MINIMUM WAGE RATE
OCCUPATION TITLE	
Administrative Support and Clerical Occupations	
Accounting Clerk I	7.48
Accounting Clerk II	10.47
Accounting Clerk III	11.41
Accounting Clerk IV	12.76
Court Reporter	11.26
Dispatcher, Motor Vehicle	11.30
Document Preparation Clerk	9.74
Duplicating Machine Operator	9.74
	10.55
Film/Tape Librarian	8.19
General Clerk I	9.21
General Clerk II	11.04
General Clerk III	12.37
General Clerk IV	12.74
Housing Referral Assistant	9.36
Key Entry Operator I	12.07
Key Entry Operator II	7.98
Messenger (Courier)	9.52
Order Clerk I	11.53
Order Clerk II	8.60
Personnel Assistant (Employment) I	9.67
Personnel Assistant (Employment) II	11.57
Personnel Assistant (Employment) III	12.99
Personnel Assistant (Employment) IV	14.07
Production Control Clerk	10.55
Rental Clerk	10.55
Scheduler, Maintenance	10.55
Secretary I	10.00

WAGE DETERMINATION NO.: 1994-2547 (Rev. 18)	ISSUE DATE: 05/29/2002	Page 2
W.O. B. L. Sandaria		44.06
Secretary II		11.26
Secretary III		12.74
Secretary IV		14.84
Secretary V		17.08
Service Order Dispatcher		10.59
Stenographer I		9.15
Stenographer II		10.55
Supply Technician		14.84
Survey Worker (Interviewer)		11.39
Switchboard Operator-Receptionist		8.99
Test Examiner		11.26
Test Proctor		11.26
Travel Clerk I		9.79
Travel Clerk II		10.39
Travel Clerk III		11.06
Word Processor I		10.08
Word Processor II		11.31
Word Processor III		12.65
<b>Automatic Data Processing Occupations</b>		8.93
Computer Data Librarian		11.30
Computer Operator I		12.57
Computer Operator II		17.18
Computer Operator III		19.11
Computer Operator IV		21.15
Computer Operator V		15.46
Computer Programmer I (1)		18.08
Computer Programmer II (1)		20.34
Computer Programmer III (1)		24.60
Computer Programmer IV (1)		22.36
Computer Systems Analyst I (1)		25.01
Computer Systems Analyst II (1)		27.62
Computer Systems Analyst III (1)		11.30
Peripheral Equipment Operator		71.00
Automotive Service Occupations		
Automotive Body Repairer, Fiberglass		16.06 14.22
Automotive Glass Installer		
Automotive Worker		14.22 14.77
Electrician, Automotive		13.02
Mobile Equipment Servicer		15.02
Motor Equipment Metal Mechanic		
Motor Equipment Metal Worker		14.22 14.77
Motor Vehicle Mechanic		14.77 12.20
Motor Vehicle Mechanic Helper		12.20 13.62
Motor Vehicle Upholstery Worker		13.62 14.22
Motor Vehicle Wrecker		
Painter, Automotive		14.77 14.22
Radiator Repair Specialist		14.44
1 section and 1 section 11		

WAGE DETERMINATION NO.: 1994-2547 (Rev. 18)	ISSUE DATE: 05/29/2002	Page 3
		12.58
Tire Repairer Transmission Repair Specialist		15.34
Food Preparation and Service Occupations		
Baker		9.72
Cook I		8.90 9.72
Cook II		6.63
Dishwasher		6.63
Food Service Worker		10.49
Meat Cutter		7.12
Waiter/Waitress		
Furniture Maintenance and Repair Occupations	-	==
Electrostatic Spray Painter		14.77 10.42
Furniture Handler		15.00
Furniture Refinisher		12.20
Furniture Refinisher Helper		13.62
Furniture Repairer, Minor		15.00
Upholsterer		10.00
General Services and Support Occupations		
Cleaner, Vehicles		7.55 7.98
Elevator Operator		7.96 10.24
Gardener		6.60
House Keeping Aid I		7.61
House Keeping Aid II		7.98
Janitor		8.59
Laborer, Grounds Maintenance		6.60
Maid or Houseman		10.25
Pest Controller		8.38
Refuse Collector		10.06
Tractor Operator Window Cleaner		8.57
Health Occupations		10.93
Dental Assistant Emergency Medical Technician (EMT)/Parame	edic/Ambulance Driver	11.84
Emergency Medical Technician (EMT)// aramo	Sulon tribulation = the	10.43
Licensed Practical Nurse I Licensed Practical Nurse II		11.71
Licensed Practical Nurse III		13.09
Medical Assistant		10.09
Medical Laboratory Technician		12.36
Medical Record Clerk		9.77
Medical Record Technician		13.5 <b>4</b> 7.27
Nursing Assistant I		8.17
Nursing Assistant II		8.91
Nursing Assistant III		10.00
Nursing Assistant IV		12.20
Pharmacy Technician		

WAGE DETERMINATION NO.: 1994-2547 (Rev. 18)	ISSUE DATE: 05/29/2002	Page 4
WAGE DETERMINATION NO.: 1994-2047 (Nov. 19)		
DI I I stanist		14.84
Phlebotomist		15.99
Registered Nurse I		19.57
Registered Nurse II Specialist		19.57
Registered Nurse II, Specialist Registered Nurse III		23.68
Registered Nurse III, Anesthetist		23.68
Registered Nurse IV		28.37
Information and Arts Occupations		
Audiovisual Librarian		16.32
Exhibits Specialist I		13.53
Exhibits Specialist II		19.75
Exhibits Specialist III		21.95
Illustrator I		13.53 19.75
Illustrator II		21.95
Illustrator III		18.59
Librarian		11.26
Library Technician		11.00
Photographer I		12.30
Photographer II		17.95
Photographer III		21.95
Photographer IV		26.56
Photographer V		
Laundry, Dry Cleaning, Pressing and Relate	ed Occupations	7.41
Assembler		7.41
Counter Attendant		9.09
Dry Cleaner		7.41
Finisher, Flatwork, Machine		7.41
Presser, Hand		7.41
Presser, Machine, Drycleaning		7.41
Presser, Machine, Shirts Presser, Machine, Wearing Apparel, Launc	In	7.41
Sewing Machine Operator	,	9.84
Tailor		10.43
Washer, Machine		7.56
Machine Tool Operation and Repair Occup	ations	
Machine-Tool Operator (Toolroom)		15.62
Tool and Die Maker		18.83
Material Handling and Packing Occupation	ns	11.61
Forklift Operator		13.02
Fuel Distribution System Operator		14.07
Material Coordinator		14.07
Material Expediter		9.22
Material Handling Laborer		8.76
Order Filler	1)	12.01
Production Line Worker (Food Processing	<i>.,</i>	

WAGE DETERMINATION NO.: 1994-2547 (Rev. 18)	ISSUE DATE: 05/29/2002	Page 5
		10.14
Shipping Packer		10.05
Shipping/Receiving Clerk		13.10
Stock Clerk (Shelf Stocker; Store Worker II)		9.46
Store Worker I		12.01
Tools and Parts Attendant		12.01
Warehouse Specialist		
Mechanics and Maintenance and Repair Occ	upations	15.73
Aircraft Mechanic		12.20
Aircraft Mechanic Helper		16.46
Aircraft Quality Control Inspector		13.62
Aircraft Servicer		14.26
Aircraft Worker		14.77
Appliance Mechanic		12.58
Bicycle Repairer		19.40
Cable Splicer		14.77
Carpenter, Maintenance		14.22
Carpet Layer		15.48
Electrician, Maintenance		18.69
Electronics Technician, Maintenance I		19.35
Electronics Technician, Maintenance II		20.05
Electronics Technician, Maintenance III		13.62
Fabric Worker		15.73
Fire Alarm System Mechanic		13.02
Fire Extinguisher Repairer		15.73
Fuel Distribution System Mechanic		14.22
General Maintenance Worker	Machania	15.34
Heating, Refrigeration and Air Conditioning	Wechanic	15.72
Heavy Equipment Mechanic		13.42
Heavy Equipment Operator		15.73
Instrument Mechanic		8.38
Laborer		14.77
Locksmith		16.41
Machinery Maintenance Mechanic		15.73
Machinist, Maintenance		12.20
Maintenance Trades Helper		16.87
Millwright		15.00
Office Appliance Repairer		15.00
Painter, Aircraft		14.77
Painter, Maintenance		16.05
Pipefitter, Maintenance		15.34
Plumber, Maintenance Pneudraulic Systems Mechanic		15.73
		15.73
Rigger Scale Mechanic		14.26
Sheet-Metal Worker, Maintenance		15.34
Small Engine Mechanic		14.22
Telecommunication Mechanic I		17.41
Telecommunication Mechanic II		18.02
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Telephone Lineman	WAGE DETERMINATION NO.: 1994-2547 (Rev. 18)	ISSUE DATE: 05/29/2002	Page 6
Weld Criber   15.73	- 1 1 · 1 · 1 · 1 · 1 · 1 · 1 · 1 · 1 ·		17.41
Well Driller	Telephone Lineman		15.34
Woodcraft Worker   Woodworker   Woodworker   Woodworker   Woodworker   Woodworker   Woodworker   Woodworker   Woodworker			
Miscellaneous Occupations			15.73
Animal Caretaker   8.34			13.02
Animal Caretaker 8.34 Carrival Equipment Operator 8.90 Carrival Equipment Repairer 6.63 Carrival Worker 7.30 Cashier 8.56 Desk Clerk 16.57 Embalmer 9.42 Lifeguard 18.23 Mortician 11.84 Park Attendant (Aide) 11.84 Photofinishing Worker (Photo Lab Tech., Darkroom Tech) 8.18 Park Attendant (Aide) 8.18 Perceration Specialist 10.55 Recycling Worker 8.77 Sales Clerk 8.77 Sales Clerk 9.71 School Crossing Guard (Crosswalk Attendant) 9.00 Sport Official 14.84 Survey Party Chief (Chief of Party) 8.98 Surveying Technician (Instr. Person/Surveyor Asst./Instr.) 10.51 Swimming Pool Operator 9.02 Vending Machine Repairer 10.51 Vending Machine Repairer 10.51 Vending Machine Repairer Helper  Personal Needs Occupations 9.18 Child Care Attendant 9.90 Chid Care Attendant 9.90 Chid Care Center Clerk 6.22 Chore Aid Homemaker 9.90 Plant and System Operation Occupations 16.87 Slationary Engineer 16.25 Sewage Plant Operator 16.25 Sewage Plant Operator 16.27 Ventilation Equipment Tender 12.20 Ventilation Equipment Tender 14.18 Alarm Monitor 14.18 Court Security Officer 14.18			
Carnival Equipment Operator			7.73
Carnival Equipment Repairer			8.34
Carnival Worker   7.30   Cashier   8.55   Desk Clerk   16.57   Embalmer   9.42   Lifeguard   18.23   Mortician   11.84   Park Attendant (Aide)   11.84   Photofinishing Worker (Photo Lab Tech., Darkroom Tech)   8.18   Photofinishing Worker (Photo Lab Tech., Darkroom Tech)   8.77   Recreation Specialist   10.55   Recycling Worker   8.77   Sales Clerk   7.17   School Crossing Guard (Crosswalk Attendant)   9.00   Sport Official   4.84   Survey Party Chief (Chief of Party)   8.98   Surveying Aide   12.31   Surveying Technician (Instr. Person/Surveyor Asst./Instr.)   10.51   Swimming Pool Operator   9.02   Vending Machine Repairer   9.02   Vending Machine Repairer   9.02   Vending Machine Repairer Helper   9.02   Vending Machine Repairer   9.02   Vending Machine Repairer   9.02   Chore Aid   12.72   Homemaker   12.73   Saving Engineer   12.20   Ventilation Equipment Tender   13.10   Corrections Officer   14.18   15.25   13.10   Corrections   14.18   15.25   13.10   Corrections   14.18   15.25			8.90
Cashier       8.55         Desk Clerk       16.57         Embalmer       9.42         Lifeguard       18.23         Mortician       11.84         Park Attendant (Aide)       8.18         Photofinishing Worker (Photo Lab Tech., Darkroom Tech)       12.72         Recreation Specialist       10.55         Recycling Worker       8.77         Sales Clerk       7.17         School Crossing Guard (Crosswalk Attendant)       9.00         Sport Official       14.84         Surveying Aide       14.84         Surveying Aide       12.31         Surveying Aide       12.31         Surveying Aide       12.31         Suveying Technician (Instr. Person/Surveyor Asst./Instr.)       10.51         Swimming Pool Operator       9.02         Vending Machine Attendant       9.02         Vending Machine Repairer       9.02         Vending Machine Repairer Helper         Personal Needs Occupations         Child Care Attendant       9.90         Child Care Center Clerk       6.22         Chore Aid       12.72         Homemaker       16.87         Plant and System Operation Occupations			6.63
Desk Clerk			7.30
Embalmer			8.55
Mortician   18.23			16.57
Mortician 11.84 Park Attendant (Aide) 11.84 Photofinishing Worker (Photo Lab Tech., Darkroom Tech) 8.18 Photofinishing Worker (Photo Lab Tech., Darkroom Tech) 12.72 Recreation Specialist 10.55 Recycling Worker 8.77 Sales Clerk 7.17 School Crossing Guard (Crosswalk Attendant) 9.00 Sport Official 14.84 Survey Party Chief (Chief of Party) 8.98 Surveying Aide 12.31 Surveying Technician (Instr. Person/Surveyor Asst./Instr.) 10.51 Swimming Pool Operator 9.02 Vending Machine Attendant 10.51 Vending Machine Repairer Helper  Personal Needs Occupations 9.02 Vending Machine Repairer Helper  Personal Needs Occupations 9.18 Child Care Attendant 9.90 Child Care Center Clerk 6.22 Chore Aid 12.72 Homemaker 12.72 Plant and System Operation Occupations Boiler Tender 16.87 Sewage Plant Operator 16.87 Stationary Engineer 12.20 Ventilation Equipment Tender 12.20 Ventilation Equipment Tender 14.77 Water Treatment Plant Operator Protective Service Occupations 8.33 Alarm Monitor 13.10 Corrections Officer 14.18			9.42
Park Attendant (Aide)	•		18.23
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)   12.72			11.84
Recreation Specialist   10.55	Park Attendant (Aide)	- ulunaam Taah\	8.18
Recycling Worker		arkroom rech	12.72
Recycling Worker       8.77         Sales Clerk       7.17         School Crossing Guard (Crosswalk Attendant)       9.00         Sport Official       14.84         Survey Party Chief (Chief of Party)       8.98         Surveying Aide       12.31         Surveying Technician (Instr. Person/Surveyor Asst./Instr.)       10.51         Swimming Pool Operator       9.02         Vending Machine Attendant       10.51         Vending Machine Repairer       9.02         Vending Machine Repairer Helper       9.02         Personal Needs Occupations         Child Care Attendant       9.90         Child Care Center Clerk       6.22         Chore Aid       12.72         Homemaker       16.87         Sewage Plant Operation Occupations       16.87         Sewage Plant Operator       16.85         Stationary Engineer       12.20         Ventilation Equipment Tender       12.20         Ventilation Equipment Tender       12.77         Water Treatment Plant Operator       14.77         Protective Service Occupations         Alarm Monitor       13.10         Corrections Officer       14.18         Court Security Officer       14			10.55
School Crossing Guard (Crosswalk Attendant)   9.00			8.77
Sport Official   14,84			7.17
Survey Party Chief (Chief of Party)		ant)	9.00
Surveying Aide   12.31			14.84
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)   10.51			8.98
Swimming Pool Operator       9.02         Vending Machine Attendant       10.51         Vending Machine Repairer       9.02         Vending Machine Repairer Helper       9.02         Personal Needs Occupations         Child Care Attendant       9.90         Child Care Center Clerk       6.22         Chore Aid       12.72         Homemaker       12.72         Plant and System Operation Occupations         Boiler Tender       16.87         Sewage Plant Operator       16.87         Stationary Engineer       12.20         Ventilation Equipment Tender       14.77         Water Treatment Plant Operator       14.77         Protective Service Occupations         Alarm Monitor       8.33         Corrections Officer       14.18         Court Security Officer       14.18	Surveying Aide	And Instr	12.31
Vending Machine Attendant       10.51         Vending Machine Repairer       9.02         Vending Machine Repairer Helper       9.02         Personal Needs Occupations         Child Care Attendant       9.18         Child Care Center Clerk       6.22         Chore Aid       12.72         Homemaker       12.72         Plant and System Operation Occupations         Boiler Tender       16.87         Sewage Plant Operator       16.87         Stationary Engineer       12.20         Ventilation Equipment Tender       14.77         Water Treatment Plant Operator       8.33         Alarm Monitor       13.10         Corrections Officer       14.18         Court Security Officer       14.18	Surveying Technician (Instr. Person/Surve	yor Asst./iiistr.)	10.51
Vending Machine Repairer       9.02         Personal Needs Occupations         Child Care Attendant       9.18         Child Care Center Clerk       6.22         Chore Aid       12.72         Homemaker       16.87         Plant and System Operation Occupations         Boiler Tender       16.25         Sewage Plant Operator       16.87         Stationary Engineer       12.20         Ventilation Equipment Tender       14.77         Water Treatment Plant Operator       14.77         Protective Service Occupations         Alarm Monitor       13.10         Corrections Officer       14.18         Court Security Officer       14.18			9.02
Vending Machine Repairer Helper           Personal Needs Occupations           Child Care Attendant         9.90           Child Care Center Clerk         6.22           Chore Aid         12.72           Homemaker         12.72           Plant and System Operation Occupations           Boiler Tender         16.87           Sewage Plant Operator         16.87           Stationary Engineer         12.20           Ventilation Equipment Tender         14.77           Water Treatment Plant Operator         14.77           Protective Service Occupations           Alarm Monitor         13.10           Corrections Officer         14.18           Court Security Officer         14.18			10.51
Personal Needs Occupations         Child Care Attendant       9.90         Child Care Center Clerk       6.22         Chore Aid       12.72         Homemaker       12.72         Plant and System Operation Occupations         Boiler Tender       16.87         Sewage Plant Operator       16.87         Stationary Engineer       12.20         Ventilation Equipment Tender       14.77         Water Treatment Plant Operator       14.77         Protective Service Occupations         Alarm Monitor       13.10         Corrections Officer       14.18         Court Security Officer       14.18	Vending Machine Repairer		9.02
Child Care Attendant       9.18         Child Care Center Clerk       6.22         Chore Aid       12.72         Homemaker       12.72         Plant and System Operation Occupations         Boiler Tender       16.87         Sewage Plant Operator       16.87         Stationary Engineer       12.20         Ventilation Equipment Tender       14.77         Water Treatment Plant Operator       14.77         Protective Service Occupations         Alarm Monitor       13.10         Corrections Officer       14.18         Court Security Officer       14.18			
Child Care Attendant       9.90         Child Care Center Clerk       6.22         Chore Aid       12.72         Homemaker       12.72         Plant and System Operation Occupations         Boiler Tender       16.87         Sewage Plant Operator       16.87         Stationary Engineer       12.20         Ventilation Equipment Tender       14.77         Water Treatment Plant Operator       14.77         Protective Service Occupations         Alarm Monitor       13.10         Corrections Officer       14.18         Court Security Officer       14.18	Personal Needs Occupations		Q 18
Child Care Center Clerk       6.22         Chore Aid       12.72         Homemaker       12.72         Plant and System Operation Occupations         Boiler Tender       16.87         Sewage Plant Operator       16.87         Stationary Engineer       12.20         Ventilation Equipment Tender       14.77         Water Treatment Plant Operator       14.77         Protective Service Occupations         Alarm Monitor       13.10         Corrections Officer       14.18         Court Security Officer       14.18	Child Care Attendant		_
Chore Aid	Child Care Center Clerk		
Plant and System Operation Occupations  Boiler Tender Sewage Plant Operator Stationary Engineer Ventilation Equipment Tender Water Treatment Plant Operator  Protective Service Occupations  Alarm Monitor Corrections Officer Court Security Officer  16.87 16.87 12.20 14.77 14.77 15.20 16.87			
Boiler Tender	Homemaker		12.72
Boiler Tender	Plant and System Operation Occupations		10.07
Sewage Plant Operator Stationary Engineer Ventilation Equipment Tender Water Treatment Plant Operator  Protective Service Occupations Alarm Monitor Corrections Officer Court Security Officer 10.87 12.20 14.77 14.77 15.20 16.87 16.87 12.20 14.77 15.20 16.87 1	Boiler Tender		
Stationary Engineer Ventilation Equipment Tender Vater Treatment Plant Operator  Protective Service Occupations Alarm Monitor Corrections Officer Court Security Officer 14.18			
Ventilation Equipment Tender 14.77 Water Treatment Plant Operator  Protective Service Occupations  Alarm Monitor Corrections Officer Court Security Officer 14.18			
Water Treatment Plant Operator  Protective Service Occupations  Alarm Monitor Corrections Officer Court Security Officer 14.18			
Alarm Monitor 13.10 Corrections Officer 14.18 Court Security Officer 14.18			14.//
Alarm Monitor 13.10 Corrections Officer 14.18 Court Security Officer 14.18	Protective Service Occupations		0.22
Corrections Officer 14.18 Court Security Officer 14.18	Alarm Monitor		
Court Security Officer			
			14.10

WAGE DETERMINATION NO.: 1994-2547 (Rev. 18)	ISSUE DATE: 05/29/2002	Page 7
		14.18
Firefighter		7.45
Guard I		8.33
Guard II		14.86
Police Officer		
Stevedoring/Longshoremen Occupations		14.26
Blocker and Bracer		14.26
Hatch Tender		14.26
Line Handler		12.97
Stevedore I		14.01
Stevedore II		
Technical Occupations		00.04
Air Traffic Control Specialist, Center (2)		28.21
Air Traffic Control Specialist, Station (2)		19.46
Air Traffic Control Specialist, Terminal (2)		21.43
Archeological Technician I		14.21
Archeological Technician II		15.99 19.75
Archeological Technician III		20.64
Cartographic Technician		19.75
Civil Engineering Technician		22.36
Computer Based Training (CBT) Specialist/	nstructor	10.78
Drafter I		12.10
Drafter II		13.53
Drafter III		19.75
Drafter IV		11.05
Engineering Technician I		12.40
Engineering Technician II		16.33
Engineering Technician III		16.88
Engineering Technician IV		21.34
Engineering Technician V		25.83
Engineering Technician VI		16.61
Environmental Technician		21.75
Flight Simulator/Instructor (Pilot)		17.99
Graphic Artist		19.01
Instructor		14.94
Laboratory Technician Mathematical Technician		17.06
Paralegal/Legal Assistant I		12.54
Paralegal/Legal Assistant II		14.86
Paralegal/Legal Assistant III		18.18
Paralegal/Legal Assistant IV		21.99
Photooptics Technician		15.51
Technical Writer		22.78
Unexploded (UXO) Safety Escort		17.93
Unexploded (UXO) Sweep Personnel		17.93
Unexploded Ordnance (UXO) Technician I		17.93
Unexploded Ordnance (UXO) Technician I		21.70 26.01
Unexploded Ordnance (UXO) Technician I	II	20.01
·		

WAGE DETERMINATION NO.: 1994-2547 (Rev. 18)	ISSUE DATE: 05/29/2002	Page 8
Weather Observer, Combined Upper Air and Weather Observer, Senior (3) Weather Observer, Upper Air (3)	Surface Programs (3)	14.94 16.59 14.94
Transportation/ Mobile Equipment Operation	Occupations	44.00
Bus Driver		11.80 8.43
Parking and Lot Attendant		10.85
Shuttle Bus Driver Taxi Driver		9.24
Truckdriver, Heavy Truck		12.60
Truckdriver, Light Truck		9.95
Truckdriver, Medium Truck Truckdriver, Tractor-Trailer		10.41 12.60

HEALTH & WELFARE: \$2.15 an hour or \$86.00 a week or \$372.67 a month

VACATION: 2 weeks paid vacation after 1 year of service with a contractor or successor; 3 weeks after 8 years, and 4 weeks after 15 years. Length of service includes the whole span of continuous service with the present contractor or successor, wherever employed, and with the predecessor contractors in the performance of similar work at the same Federal facility. (Reg. 29 CFR 4.173)

HOLIDAYS: A minimum of ten paid holidays per year: New Year's Day, Martin Luther King Jr.'s Birthday, Washington's Birthday, Memorial Day, Independence Day, Labor Day, Columbus Day, Veterans' Day, Thanksgiving Day, and Christmas Day. (A contractor may substitute for any of the named holidays another day off with pay in accordance with a plan communicated to the employees involved.) (See 29 CFR 4.174)

## THE OCCUPATIONS WHICH HAVE PARENTHESES AFTER THEM RECEIVE THE FOLLOWING BENEFITS (as numbered):

- 1) Does not apply to employees employed in a bona fide executive, administrative, or professional capacity as defined and delineated in 29 CFR 541. (See CFR 4.156)
- 2) APPLICABLE TO AIR TRAFFIC CONTROLLERS ONLY NIGHT DIFFERENTIAL: An employee is entitled to pay for all work performed between the hours of 6:00 P.M. and 6:00 A.M. at the rate of basic pay plus a night pay differential amounting to 10 percent of the rate of basic pay.
- 3) WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to

immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

### \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.

REQUEST FOR AUTHORIZATION OF ADDITIONAL CLASSIFICATION AND WAGE RATE {Standard Form 1444 (SF 1444)}

#### Conformance Process:

The contracting officer shall require that any class of service employee which is not listed herein and which is to be employed under the contract (i.e., the work to be performed is not performed by any classification listed in the wage determination), be classified by the contractor so as to provide a reasonable relationship (i.e., appropriate level of skill comparison) between such unlisted classifications and the classifications listed in the wage determination. Such conformed classes of employees shall be paid the monetary wages and furnished the fringe benefits as are determined. Such conforming process shall be initiated by the contractor prior to the performance of contract work by such unlisted class(es) of employees. The conformed classification, wage rate, and/or fringe benefits shall be retroactive to the commencement date of the contract. (See Section 4.6 (C)(vi)) When multiple wage determinations are included in a contract, a separate SF 1444 should be prepared for each wage determination to which a class(es) is to be conformed.

- 1) When preparing the bid, the contractor identifies the need for a conformed occupation(s) and computes a proposed rate(s).
- 2) After contract award, the contractor prepares a written report listing in order proposed classification title(s), a Federal grade equivalency (FGE) for each proposed classification(s), job description(s), and rationale for proposed wage rate(s), including information regarding the agreement or disagreement of the authorized representative of the employees involved, or where there is no authorized representative, the employees themselves. This report should be submitted to the contracting officer no later than 30 days after such unlisted class(es) of employees performs any contract work.
- 3) The contracting officer reviews the proposed action and promptly submits a report of the action, together

with the agency's recommendations and pertinent information including the position of the contractor and the employees, to the Wage and Hour Division, Employment Standards Administration, U.S. Department of Labor, for review. (See section 4.6(b)(2) of Regulations 29 CFR Part 4).

- 4) Within 30 days of receipt, the Wage and Hour Division approves, modifies, or disapproves the action via transmittal to the agency contracting officer, or notifies the contracting officer that additional time will be required to process the request.
- 5) The contracting officer transmits the Wage and Hour decision to the contractor.
- 6) The contractor informs the affected employees.

Information required by the Regulations must be submitted on SF 1444 or bond paper.

# REGISTER OF WAGE DETERMINATIONS UNDER THE SERVICE CONTRACT ACT By direction of the Secretary of Labor

U.S. DEPARTMENT OF LABOR EMPLOYMENT STANDARDS ADMINISTRATION WAGE AND HOUR DIVISION WASHINGTON, D.C. 20210

William W. Gross Director

Division of Wage Determinations

Wage Determination No.: 1994-3019 Revision No.: 3 Date of Last Revision: 05/29/2002

State: Virginia

Area: Virginia Counties of Fredericksburg, Spotsylvania

OCCUPATION TITLE	MINIMUM WAGE RATE
Administrative Support and Clerical Occupations	
Accounting Clerk I	9.40
Accounting Clerk II	11.28
Accounting Clerk III	12.45
Accounting Clerk IV	15.95
Court Reporter	14.94
Dispatcher, Motor Vehicle	14.28
Document Preparation Clerk	11.27
Duplicating Machine Operator	11.13
Film/Tape Librarian	11.81
General Clerk I	9.46
General Clerk II	11.14
General Clerk III	13.98
General Clerk IV	16.06
Housing Referral Assistant	17.28
Key Entry Operator I	10.71
Key Entry Operator II	12.52
Messenger (Courier)	8.73
Order Clerk I	12.06
Order Clerk II	13.18
Personnel Assistant (Employment) I	10.95
Personnel Assistant (Employment) II	12.85
Personnel Assistant (Employment) III	15.79
Personnel Assistant (Employment) IV	18.27
Production Control Clerk	17.28
Rental Clerk	12.99
Scheduler, Maintenance	12.99
Secretary I	12.99
Secretary II	15.13
Secretary III	18.27
Secretary IV	18.71
Secretary V	25.91
Service Order Dispatcher	12.99
Stenographer I	11.13

WAGE DETERMINATION NO.: 1994-3019 (Rev. 3)	ISSUE DATE: 05/29/2002	Page 2
Stenographer II		12.43
Supply Technician		19.06
Survey Worker (Interviewer)		14.94
Switchboard Operator-Receptionist		9.98
Test Examiner		14.94
Test Proctor		14.94
Travel Clerk I		11.40
Travel Clerk II		12.09
Travel Clerk III		12.88
Word Processor I		11.80
Word Processor II		14.22
Word Processor III		15.75
<b>Automatic Data Processing Occupations</b>		
Computer Data Librarian		12.86
Computer Operator I		13.30
Computer Operator II		15.13
Computer Operator III		17.61
Computer Operator IV		17.93
Computer Operator V		21.73
Computer Programmer I (1)		13.11
Computer Programmer II (1)		20.04
Computer Programmer III (1)		24.18
Computer Programmer IV (1)		27.62
Computer Systems Analyst I (1)		27.62
Computer Systems Analyst II (1)		27.62
Computer Systems Analyst III (1)		27.62
Peripheral Equipment Operator		12.65
Automotive Service Occupations		
Automotive Body Repairer, Fiberglass		21.38
Automotive Glass Installer		16.15
Automotive Worker		16.15
Electrician, Automotive		16.98
Mobile Equipment Servicer		14.54
Motor Equipment Metal Mechanic		17.77
Motor Equipment Metal Worker		14.54
Motor Vehicle Mechanic		17.77
Motor Vehicle Mechanic Helper		13.71
Motor Vehicle Upholstery Worker		15.34
Motor Vehicle Wrecker		16.15
Painter, Automotive		16.98
Radiator Repair Specialist		16.15
Tire Repairer		13.64
Transmission Repair Specialist		17.77
Food Preparation and Service Occupations		
Baker		10.88
Cook I		9.45

WAGE DETERMINATION NO.: 1994-3019 (Rev. 3) ISSUE DATE: 05	5/29/2002 Page 3
Cook II Dishwasher Food Service Worker Meat Cutter Waiter/Waitress	10.56 8.10 9.33 11.80 7.26
Furniture Maintenance and Repair Occupations	
Electrostatic Spray Painter Furniture Handler Furniture Refinisher Furniture Refinisher Helper Furniture Repairer, Minor Upholsterer	18.89 13.26 18.89 15.44 17.02 18.89
General Services and Support Occupations	
Cleaner, Vehicles Elevator Operator Gardener House Keeping Aid I House Keeping Aid II Janitor Laborer, Grounds Maintenance Maid or Houseman Pest Controller Refuse Collector Tractor Operator Window Cleaner	8.10 8.10 9.60 7.47 8.10 8.71 7.46 10.17 8.10 9.04 8.05
Health Occupations	3.00
Dental Assistant Emergency Medical Technician (EMT)/Paramedic/Ambulance Driver Licensed Practical Nurse II Licensed Practical Nurse III Medical Assistant Medical Laboratory Technician Medical Record Clerk Medical Record Technician Nursing Assistant II Nursing Assistant III Nursing Assistant III Nursing Assistant IV Pharmacy Technician Phlebotomist Registered Nurse II Registered Nurse III, Specialist Registered Nurse III, Anesthetist	13.94 11.95 12.50 14.01 15.69 11.33 12.46 12.46 15.02 7.76 8.73 10.18 11.42 12.28 12.46 17.59 21.11 21.11 25.55 25.55

WAGE DETERMINATION NO.: 1994-3019 (Rev. 3)	ISSUE DATE: 05/29/2002	Page 4
Registered Nurse IV		30.62
Information and Arts Occupations		
Audiovisual Librarian		18.86
Exhibits Specialist I		16.94
Exhibits Specialist II		20.99
Exhibits Specialist III		25.65
Illustrator I		17.18
Illustrator II		21.29
Illustrator III		26.03
Librarian		22.33
Library Technician		14.78
Photographer I		13.67
Photographer II		15.99
Photographer III		19.81
Photographer IV Photographer V		24.22
		29.31
Laundry, Dry Cleaning, Pressing and Related	Occupations	
Assembler		8.15
Counter Attendant		8.15
Dry Cleaner		9.54
Finisher, Flatwork, Machine		8.15
Presser, Hand		8.15
Presser, Machine, Drycleaning		8.15
Presser, Machine, Shirts Presser, Machine, Wearing Apparel, Laundry		8.15
Sewing Machine Operator		8.15
Tailor		10.00 12.41
Washer, Machine		8.80
Machine Tool Operation and Repair Occupation	ons	
Machine-Tool Operator (Toolroom)		18.89
Tool and Die Maker		22.63
Metavial Handling and Backing Consulting		22.03
Material Handling and Packing Occupations		
Forklift Operator		14.71
Fuel Distribution System Operator  Material Coordinator		17.25
Material Coordinator  Material Expediter		17.14
Material Expediter  Material Handling Laborer		17.14
Order Filler		14.62 11.26
Production Line Worker (Food Processing)		14.35
Shipping Packer		11.33
Shipping/Receiving Clerk		11.82
Stock Clerk (Shelf Stocker; Store Worker II)		12.69
Store Worker I		9.70
Tools and Parts Attendant		16.51
Warehouse Specialist		16.50

### **Mechanics and Maintenance and Repair Occupations**

Aircraft Mechanic	21.91
Aircraft Mechanic Helper	15.52
Aircraft Quality Control Inspector	20.82
Aircraft Servicer	17.11
Aircraft Worker	18.03
Appliance Mechanic	18.89
Bicycle Repairer	15.54
Cable Splicer	21.80
Carpenter, Maintenance	18.89
Carpet Layer	17.94
Electrician, Maintenance	22.59
Electronics Technician, Maintenance I	16.50
Electronics Technician, Maintenance II	19.72
Electronics Technician, Maintenance III	20.79
Fabric Worker	17.02
Fire Alarm System Mechanic	19.82
Fire Extinguisher Repairer	16.08
Fuel Distribution System Mechanic	21.26
General Maintenance Worker	17.94
Heating, Refrigeration and Air Conditioning Mechanic	19.82
Heavy Equipment Mechanic	19.82
Heavy Equipment Operator	18.35
Instrument Mechanic	19.82
Laborer	8.10
Locksmith	18.89
Machinery Maintenance Mechanic	21.34
Machinist, Maintenance	19.82
Maintenance Trades Helper	15.44
Millwright	19.82
Office Appliance Repairer	18.89
Painter, Aircraft	21.65
Painter, Maintenance	18.89
Pipefitter, Maintenance	20.89
Plumber, Maintenance	18.89
Pneudraulic Systems Mechanic	19.82
Rigger	19.82
Scale Mechanic	17.94
Sheet-Metal Worker, Maintenance	19.82
Small Engine Mechanic	17.94
Telecommunication Mechanic I	19.82
Telecommunication Mechanic II	20.72
Telephone Lineman	21.80
Welder, Combination, Maintenance	19.82
Well Driller	19.82
Woodcraft Worker	19.82
Woodworker	16.08
	. 3.00

Miscellaneous Occupations	
Animal Caretaker	8.97
Carnival Equipment Operator	8.89
Carnival Equipment Repairer	9.45
Carnival Worker	7.24
Cashier	8.76
Desk Clerk	9.74
Embalmer	19.06
Lifeguard	9.67
Mortician	19.89
Park Attendant (Aide)	16.59
Photofinishing Worker (Photo Lab Tech., Darkroom Tech)	8.89
Recreation Specialist	13.50
Recycling Worker	9.94
Sales Clerk	10.04
School Crossing Guard (Crosswalk Attendant)	8.10
Sport Official	10.98
Survey Party Chief (Chief of Party)	17.11
Surveying Aide	11.35
Surveying Technician (Instr. Person/Surveyor Asst./Instr.)	15.55
Swimming Pool Operator	11.80
Vending Machine Attendant	9.94
Vending Machine Repairer	11.80
Vending Machine Repairer Helper	9.94
Personal Needs Occupations	
Child Care Attendant	11.65
Child Care Center Clerk	14.56
Chore Aid	7.47
Homemaker	17.08
Plant and System Operation Occupations	
Boiler Tender	20.85
Sewage Plant Operator	19.87
Stationary Engineer	20.85
Ventilation Equipment Tender	15.44
Water Treatment Plant Operator	19.72
Protective Service Occupations	
Alarm Monitor	11.30
Corrections Officer	16.48
Court Security Officer	18.84
Detention Officer	18.29
Firefighter	19.72
Guard I	9.51
Guard II	10.63
Police Officer	20.54
. 6.65 6.656	20.54

16.45 18.26

16.45

Weather Observer, Combined Upper Air and Surface Programs (3)

Weather Observer, Senior (3)

Weather Observer, Upper Air

ISSUE DATE: 05/29/2002

#### Transportation/ Mobile Equipment Operation Occupations

Bus Driver	15.17
Parking and Lot Attendant	7.54
Shuttle Bus Driver	10.47
Taxi Driver	9.86
Truckdriver, Heavy Truck	16.33
Truckdriver, Light Truck	9.52
Truckdriver, Medium Truck	15.86
Truckdriver, Tractor-Trailer	16.33
,	

#### ALL OCCUPATIONS LISTED ABOVE RECEIVE THE FOLLOWING BENEFITS:

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- 3) WEATHER OBSERVERS NIGHT PAY & SUNDAY PAY: If you work at night as part of a regular tour of duty, you will earn a night differential and receive an additional 10% of basic pay for any hours worked between 6pm and 6am. If you are a full-time employed (40 hours a week) and Sunday is part of your regularly scheduled workweek, you are paid at your rate of basic pay plus a Sunday premium of 25% of your basic rate for each hour of Sunday work which is not overtime (i.e. occasional work on Sunday outside the normal tour of duty is considered overtime work).

HAZARDOUS PAY DIFFERENTIAL: An 8 percent differential is applicable to employees employed in a position that represents a high degree of hazard when working with or in close proximity to ordinance, explosives, and incendiary materials. This includes work such as screening, blending, dying, mixing, and pressing of sensitive ordance, explosives, and pyrotechnic compositions such as lead azide, black powder and photoflash powder. All dry-house activities involving propellants or explosives. Demilitarization, modification, renovation, demolition, and maintenance operations on sensitive ordnance, explosives and incendiary materials. All operations involving regrading and cleaning of artillery ranges.

A 4 percent differential is applicable to employees employed in a position that represents a low degree of hazard when working with, or in close proximity to ordance, (or employees possibly adjacent to) explosives and incendiary materials which involves potential injury such as laceration of hands, face, or arms of the employee engaged in the operation, irritation of the skin, minor burns and the like; minimal damage to immediate or adjacent work area or equipment being used. All operations involving, unloading, storage, and hauling of ordance, explosive, and incendiary ordnance material other than small arms ammunition. These differentials are only applicable to work that has been specifically designated by the agency for ordance, explosives, and incendiary material differential pay.

#### \*\* UNIFORM ALLOWANCE \*\*

If employees are required to wear uniforms in the performance of this contract (either by the terms of the Government contract, by the employer, by the state or local law, etc.), the cost of furnishing such uniforms and maintaining (by laundering or dry cleaning) such uniforms is an expense that may not be borne by an employee where such cost reduces the hourly rate below that required by the wage determination. The Department of Labor will accept payment in accordance with the following standards as compliance:

The contractor or subcontractor is required to furnish all employees with an adequate number of uniforms without cost or to reimburse employees for the actual cost of the uniforms. In addition, where uniform cleaning and maintenance is made the responsibility of the employee, all contractors and subcontractors subject to this wage determination shall (in the absence of a bona fide collective bargaining agreement providing for a different amount, or the furnishing of contrary affirmative proof as to the actual cost), reimburse all employees for such cleaning and maintenance at a rate of \$3.35 per week (or \$.67 cents per day). However, in those instances where the uniforms furnished are made of "wash and wear" materials, may be routinely washed and dried with other personal garments, and do not require any special treatment such as dry cleaning, daily washing, or commercial laundering in order to meet the cleanliness or appearance standards set by the terms of the Government contract, by the contractor, by law, or by the nature of the work, there is no requirement that employees be reimbursed for uniform maintenance costs.

#### \*\* NOTES APPLYING TO THIS WAGE DETERMINATION \*\*

Source of Occupational Title and Descriptions:

The duties of employees under job titles listed are those described in the "Service Contract Act Directory of Occupations," Fourth Edition, January 1993, as amended by the Third Supplement, dated March 1997, unless otherwise indicated. This publication may be obtained from the Superintendent of Documents, at 202-783-3238, or by writing to the Superintendent of Documents, U.S. Government Printing Office, Washington, D.C. 20402. Copies of specific job descriptions may also be obtained from the appropriate contracting officer.